

# **AGREEMENT**

By and between

**Designated Subsidiaries of Vigor Industrial, LLC**

And

**Metal Trades Department of the AFL-CIO**

**Puget Sound Metal Trades Council  
Metal Trades Council of Portland and Vicinity**

And

**International Brotherhood of Boilermakers, Iron  
Ship Builders, Blacksmiths, Forgers and Helpers,  
AFL-CIO**

April 28, 2022 through November 30, 2024

## Table of Contents

<u>Article</u>	<u>Subject</u>	<u>Page Number</u>
	Preamble	1
1.	Scope of Agreement	1
2.	Subcontracting & Work Assignments	2
3.	Recognition and Union Security	2
4.	Union Dues Check-Off Assignments	4
5.	Hiring	4
6.	Supervision	6
7.	Standard Work Week	6
8.	Shifts	7
9.	Wage Scales	8
10.	Overtime	8
11.	Holidays	9
12.	Vacations	10
13.	No Limits on Production	11
14.	Dirty Work	12
15.	Reporting Pay and Minimum Pay	12
16.	Safety and Substance Abuse Program	13
17.	Union Representatives	14
18.	Pay Day	15
19.	Travel Time and Out of Yard Work	16
20.	Welding	17
21.	No Strike, Lock-Out or Interference of Work	18
22.	Grievances and Complaints	18
23.	Training	21
24.	Health & Welfare and Retirement Plans	21
25.	Tools	24
26.	Leaves	24
27.	Warranty of Authority	26
28.	Management Rights	26
29.	Labor Management Meetings	26
30.	No Discrimination	26
31.	Seniority	26
32.	Saving Clause	27
33.	Effective Date and Duration	27

Memorandum of Agreement Alternate Shifts  
Appendix A – Cascade General Grandfathered Provisions  
Appendix B – Vigor Shipyards Grandfathered Provisions  
Appendix C – Washington Marine Repair Grandfathered Provisions  
Appendix D – Everett Shipyard Grandfathered provisions

Addenda on Wage and Fringe Packages

### **Your Industrial Jobs Matter**

Industrial jobs, and the highly skilled people that perform them, are the lifeblood of our communities. At Vigor Industrial, through each of its wholly owned operating entities, we're doing everything we can to build and sustain good jobs at family wages.

Each of our jobs – the people that do them – supports another three or four additional positions in the community for vendors, suppliers, retailers, restaurants, public service providers and the like.

Shipyards have not been immune to the recent recession. But with smart management and exceptionally skilled employees Vigor Industrial companies are forging ahead.

Just how are we succeeding? Through the great industrial workers at Vigor owned operations doing what is needed to get the job done in a careful, smart, productive and considerate way.

Our individual stories are unique, but strengthened by a shared set of values. Each of our companies and communities, each with a proud past, all with a bright future, are pulling ahead together. We earn our wages one day at a time. And in doing so, we strengthen ourselves, our communities and our customers.

Your industrial jobs matter because you matter. These jobs are opportunities to sustain our communities and our families' well-being. **The people that do these jobs, exceptionally well each and every day – secure our future!**

### **This Partnership Matters**

Vigor's partnership with the Union, and this Collective Bargaining Agreement, represents our unwavering commitment to the above values. It reflects mutual commitment and responsibility, a foundation of trust, respect, and understanding of our shared and independent interests.

We have agreed to work through and around obstacles that get in the way of our success. The few times we may not be able to find a solution that meets the interests of both parties, we will quickly put the situation behind us and move on. Together we will take steps to unify the workforces to maximize our capabilities to build a strong future.

Our vision is to build and maintain an exceptionally talented workforce, capitalize on our flexibility, sustain a strong profitable business, and provide a compensation package that rewards outstanding technical skills, quality and productivity. The partnership is the foundation of our relationship. It is our responsibility to create a work environment that allows our Employees to easily turn the vision into reality.

We will continue to change, adapt, and capitalize on industrial opportunities. With a unified and highly skilled workforce, the possibilities for Vigor, our employees, and the communities in which we operate and live, are truly endless.

### **The Vigor Code:**

- **Be Smart** – Do the right thing the first time
- **Be Careful** – Do it safe all the time
- **Be Productive** – Do a full day's work for a full day's pay...every day
- **Be Flexible** – Do what is needed to get the job done
- **Be Considerate** – Treat everyone with dignity and respect

### **The Vigor Values:**

**Truth** – We actively seek the truth; we actively speak the truth.

**Responsibility** – We act on what we know is right.

**Evolution** – We seek mastery; we adapt to a changing world.

**Love** – We care about the people we work with, and the world we live in.

## **AGREEMENT**

by and between

**Designated Subsidiaries of Vigor Industrial, LLC**

and

**Metal Trades Department of the AFL-CIO**

**Puget Sound Metal Trades Council  
Metal Trades Council of Portland and Vicinity**

and

**International Brotherhood of Boilermakers, Iron Ship Builders,  
Blacksmiths, Forgers and Helpers,  
AFL-CIO**

April 28, 2022 through November 30, 2024

### **PREAMBLE**

This Collective Bargaining Agreement (hereinafter "Agreement") is made and entered into by Cascade General, Inc., Washington Marine Repair, LLC, Vigor Shipyards, Inc., Vigor Marine, LLC, and Everett Shipyard, Inc., hereinafter collectively called the "EMPLOYER" and the Metal Trades Department of the AFL-CIO, the Puget Sound Metal Trades Council, the Metal Trades Council of Portland and Vicinity, and the International Brotherhood of Boilermakers Iron Ship Builders, Blacksmiths, Forgers and Helpers representing UNIONS signatory hereto, hereinafter collectively called the "UNION." Note: where a provision impacts only a specific Employer or Union, such Employer or Union will be called out by name.

Notice to Union: The parties agree that whenever notice is required to be given by the Employer to the "Union" under this Agreement, such notice shall be directed to the Single Point of Contact as the designated agent for all union entities covered by this Agreement.

### **ARTICLE 1 SCOPE OF AGREEMENT**

#### **Section 1.1**

This Agreement shall cover all production, repair and maintenance Employees within the bargaining units in the employ of the Employers signatory hereto, and shall apply to all work and activities of the Employer in connection with the conversion, repair or scrapping of any vessel on the Pacific Coast, including but not limited to, dredges, floating dry-docks, offshore drilling vessels, barges, mobile drilling platforms, platforms and all component parts, plant equipment, and all auxiliary equipment used in conjunction therewith, excluding supervisors and security guards as defined under the Act. The parties

agree that employees of existing Vigor Industrial subsidiaries not specifically named in the Preamble are not covered by this Agreement and the Union hereby agrees not to file any grievance, unfair labor practice or other claim over the same subject matter covered by the National Settlement and Agency Agreement dated July 12, 2012.

Section 1.2 PROJECT AGREEMENTS:

Special agreements will be utilized where necessary to increase market share and work opportunities by mutual consent of the parties. These agreements will be made prior to the commencement of the project. They will be written as "Letters of the Agreement" for each project.

**ARTICLE 2**  
**SUBCONTRACTING AND ASSIGNMENT OF WORK**

Section 2.1

It is Company's intent to utilize qualified bargaining unit personnel whenever practicable, however, the Employer reserves the right to both assign and subcontract work. The Employer and Union intend to work together to minimize the need to subcontract outside of the Vigor Companies covered by this Agreement. To that end, the Employer will provide bi-monthly subcontracting reports to the Union of subcontractors that perform supplemental labor (e.g., JAG, Achievement, Sound Resources. etc.) that lists, by month, the number of such subcontractors and the craft being performed. The Employer also will include information regarding work performed by other subcontractors who are performing work that is also performed by members of the bargaining unit. The parties also agree to make subcontracting a regular agenda item of the quarterly LMC meetings so the parties can discuss how to increase the amount of available work to be performed by the Bargaining Unit.

Section 2.2

The parties agree that the work tenets highlighted in the Vigor Code and the Vigor Values are essential to the overall success in today's ship repair market. Continuous innovation to improve overall performance is essential for the organization's covered by this Agreement to remain viable.

It is equally essential that both parties work together to develop and promote new cooperative concepts that will facilitate better work practices. In this regard and to this end, it is agreed that when work is assigned to craft personnel employed at the different Vigor Industrial owned companies covered by this Agreement, it shall be assigned on the basis of the Employer's determination of an individual Employee's ability to work to the Code (smart, careful, productive, flexible, considerate) as well as skill, ability, and performance.

It is recognized and understood that inefficiencies and standby time are detrimental and are not desired by either party and are to be eliminated whenever possible.

Section 2.3

It is not the intent of the Employer to eliminate any craft being utilized, however, it is recognized that work assignments may overlap among crafts. Issues and disputes regarding traditional Craft jurisdiction between the Unions shall be resolved exclusively through the Metal Trades Department and their designated representatives.

**ARTICLE 3**  
**RECOGNITION AND UNION SECURITY**

Section 3.1 RECOGNITION:

Cascade General recognizes the Metal Trades Council of Portland and Vicinity as the exclusive bargaining representative for all of its Employees covered by this Agreement, in all of the classifications contained in Schedule "A" for Cascade General and employed on work covered by the "Scope of this Agreement" as prescribed in Section 9(a) of the National Labor Relations Act as amended. The Metal Trades Council of Portland and Vicinity hereby designates the Metal Trades Department, AFL-CIO as its agent with respect to the negotiation and administration of this Agreement.

Washington Marine Repair recognizes the Metal Trades Department as the collective bargaining agent for all of its Employees covered by this Agreement, in all of the classifications contained in Schedule "A" for Washington Marine Repair and employed on work covered by the "Scope of this Agreement" as prescribed in Section 9(a) of the National Labor Relations Act as amended.

Vigor Shipyards recognizes the Metal Trades Department and any individually recognized International unions as the collective bargaining agent for all of its Employees covered by this Agreement, in all of the classifications contained in Schedule "A" for Vigor Shipyards and employed on work covered by the "Scope of this Agreement" as prescribed in Section 9(a) of the National Labor Relations Act as amended. The individually recognized International unions hereby designate the Metal Trades Department, AFL-CIO as its agent with respect to the negotiation and administration of this Agreement.

Vigor Marine recognizes the International Brotherhood of Boilermakers as the collective bargaining agent for all of its Employees covered by this Agreement, in all of the classifications contained in Schedule "A" for Vigor Marine and employed on work covered by the "Scope of this Agreement" as prescribed in Section 9(a) of the National Labor Relations Act as amended. The International Brotherhood of Boilermakers hereby designates the Metal Trades Department, AFL-CIO as its agent with respect to the negotiation and administration of this Agreement.

Everett Shipyard recognizes the International Brotherhood of Boilermakers as the collective bargaining agent for all of its Employees covered by this Agreement, in all of the classifications contained in Schedule "A" for Everett Shipyard and employed on work covered by the "Scope of this Agreement" as prescribed in Section 9(a) of the National Labor Relations Act as amended.

Section 3.2 UNION SECURITY:

(a) Employees included in the Bargaining Unit covered by this Agreement who are members of the respective Union as of the effective date of this Agreement shall, as a condition of employment, maintain their membership in the Union.

(b) Employees included in the Bargaining Unit covered by this Agreement who are not members of the respective Union as of the effective date of this Agreement, shall apply for membership in said Union no later than the thirty-first (31st) day after such effective date; and all Employees who are accepted into membership into the Union shall maintain their membership in the Union as a condition of their employment.

(c) Employees hired after the effective date of this Agreement shall apply for membership in the respective Union no later than the thirty-first (31st) day following the beginning of such employment, and all Employees who are accepted into membership in the Union shall maintain their membership in the Union as a condition of their employment.



(d) The Employer, upon written request of the Union, shall discharge any Employee within two weeks after receipt of such notice, who fails to tender the periodic dues and initiation fees uniformly required by the Union as a condition of acquiring or retaining membership in good standing in the Union.

(e) The parties agree that no employee will be required to change union affiliation already in existence as of the ratification date of this Agreement.

#### **ARTICLE 4**

##### **UNION DUES CHECK-OFF ASSIGNMENTS**

###### Section 4.1

In accordance with the terms of an individual and voluntary written authorization for check-off of membership dues in the form permitted by the provisions of Section 302(c) of the Labor Management Relations Act, as amended, the Employer agrees to deduct for working dues an amount of wages which has been or will be in the future authorized by the membership of their designated Local Union. The working dues, which are deducted during the month worked, shall be paid monthly by the fifteenth (15) day of the month following the month in which they are deducted and shall be submitted to the appropriate Local Union.

An employee who desires their regular union dues to be deducted from their pay by the Employer and remitted to the Union shall submit a fully executed dues' deduction form which has been approved by the Employer.

###### Section 4.2

The Employer agrees to deduct from wages and transmit to the Employees Union Political Fund an authorized amount for each hour worked for those employees who have voluntarily authorized such contributions on the forms provided for that purpose by the Union. These transmittals shall occur monthly and shall be accompanied by a list of names of those employees for whom such deduction has been made, and the amount deducted for each such employee.

Each Union agrees to indemnify and hold harmless the Employer from any and all claims, actions, and/or proceedings arising out of said political fund.

#### **ARTICLE 5**

##### **HIRING**

###### Section 5.1

The Employer has the right to determine the competency and qualifications of its employees.

###### Section 5.2

All hiring and selection activities shall assure equal access to employment opportunities. At a location where an Affirmative Action Plan exists, specific hiring goals and objectives shall be factored into recruiting and selection efforts.

###### Section 5.3

When additional Employees are required:

- The Employer may request any previous employee by name and the Union shall refer such worker, if available, subject to any grandfathered seniority requirements which are applicable

- only to the company in which the grandfathered seniority applies.
- Whenever practicable, the Union will be given not less than twenty-four (24) hours advance notice so that the Union may have a reasonable opportunity to refer applicants for employment. Such notice shall be provided by the Human Resources Department or other designated representative of the Employer to include the number and specific craft/skill set or unique qualifications of the Employees needed, the Company the workers will be employed by, the shift to be worked at the outset of the assignment, and the anticipated duration of the job.
  - The Employer retains the right to call laid-off or former employees to work directly when needed without prior notification to the Union where the need of additional personnel is required during after hours, weekends or holidays where the Union is closed.

#### Section 5.4

The Employer retains the right to reject any job applicant referred by the Union. The Employer shall notify the Union within a maximum of five (5) calendar days following a referral with the reasons for rejecting an applicant. If the applicant referred by the Union is still going through the hiring process after five (5) calendar days, the Employer shall notify the Union of the applicant's status within the same five-day timeframe, and in these cases the Employer shall notify the Union of the reasons the applicant referred by the Union was rejected within two (2) calendar days of the Employer's decision.

#### Section 5.5

Both parties agree that pre-employment screening for criminal record and verifiable employment history is the prerogative of the Employer provided such practices will comply with all legal requirements and standards to ensure equal opportunity employment.

#### Section 5.6

The Employer may discharge any Employee for just and sufficient cause.

Any employee absent for three (3) consecutive work days or more without notification and furnishing a justifiable reason for such absence shall be considered to have voluntarily terminated his/her employment. Exceptional cases will be handled on their merit. Employees on Employer approved Leave of Absence or Industrial Injury shall not be subject to this provision.

In addition to discharge for just and sufficient cause, the employer may terminate new hires without cause during the probationary period as described below.

New employees shall complete a 4 month probationary period. Such period shall consist of 4 months of employment with a minimum of 450 actual hours worked. During the probationary period, a newly hired employee may be terminated at any time without cause. During this period newly hired employees may receive corrective action and be given an opportunity for response; however, they shall have no recourse for the corrective action through the appeal or grievance process.

Once an employee has completed the probationary period within a twelve month period of time, he/she shall no longer be subject to this provision. Individuals that have a break in service of more than twelve consecutive months shall be treated as a new hire and therefore will be subject to the 4 month probationary period provision.

The Employer agrees to notify the appropriate Union in writing of the name or names of any former Employee or Employees not eligible for rehire along with the reason for the No Re-hire.

Section 5.7

The Union agrees that it will not discriminate against non-Union workers in referring applicants to the Employer, and the Employer agrees to not discriminate against Union workers in selecting job applicants referred by the Union.

Section 5.8

If the Employer hires persons other than those referred by the Union, it shall advise the Union electronically in writing within two (2) working days after such person is hired as to the name, address, social security number, date of hire, craft/skill set, classification, and rate of pay of such Employee. The same information shall be furnished by the Employer to the Union within forty-eight (48) hours after the termination of such Employee.

Section 5.9

All Employees referred to the Employer by the Union under this Article shall submit to the making of such records as are, or may be required by the Employer for the purpose of identification.

Section 5.10

In an effort to preserve a drug free and safe place to work , the Employer will test all new hires, and rehired employees unless such employee has successfully passed an Employer-administered test (of any of the Employers covered by this Agreement) within the last six (6) months.

Section 5.11

In the hiring of employees, the Union and the Employer agree to hold each other harmless from any monetary damages or penalties assessed against them by any government agency or court of law as a result of any charge of unfair labor practice or act where such hiring practice or act was proximately or solely caused by the Union or the Employer.

**ARTICLE 6**  
**SUPERVISION**

Section 6.1

Supervision shall be selected with both a view to their ability to effectively lead others, and their knowledge and ability to perform the work at hand. Supervisors not in the bargaining unit at the time of their appointment shall join the Union in accordance with the terms of Article 3.2 of the Agreement, and will provide notice in accordance with the terms of Article 5.8.

Section 6.2

Level 1 Supervisors shall be paid at least \$ 1.75 per hour over their regular rate of pay under the Agreement. Level 2 Supervisors, when paid on an hourly basis, will be paid at least \$2.75 per hour over their regular rate of pay under the Agreement. Level 3 Supervisors, when paid on an hourly basis, will be paid the Level 2 rate, and also will be eligible to participate in the Employer's discretionary Quarterly Bonus Program. No Supervisor will be paid less than \$1.75 over the Journey Level rate.

Section 6.3

All Supervisors, hourly and salaried alike, shall be allowed to work with the tools. However, it is not the intent of the Employer to supplant bargaining unit employees with salaried personnel to perform production work. It is understood that salaried supervisors shall only use tools for work that is incidental and/or emergent in nature.

**ARTICLE 7**  
**STANDARD WORK WEEK**

Section 7.1 EMPLOYEE WORK SCHEDULES:

Unless otherwise designated, the work week will consist of seven (7) consecutive twenty four (24) hour days. First and Second shift's work week shall commence at 12:01 am Monday and end the following Sunday. Third shift's work week shall commence at 5:00 pm Monday and end the following Monday at 4:59 pm. The parties agree that work schedules other than a standard forty-hour Monday through Friday, or weekend based three twelve, work shift shall not be used arbitrarily and only when needed to accommodate specific needs of the Employer or Employees. Employees will be assigned in accordance with the provisions of this Agreement to work one of the following schedules:

(This refers to regular schedules, it does not refer to how overtime is scheduled or assigned.)

- (a) Five (5) consecutive days of eight (8) hours followed by two (2) days off.
- (b) Four (4) consecutive days of ten (10) hours followed by a minimum of two consecutive days off.
- (c) Three (3) consecutive days of twelve (12) hours followed a minimum of three consecutive days off. Completion of 36 hours worked will be compensated as 40 hours straight time pay, and shall also be used for vacation, holiday, and all fringe benefit funds such as health and pension plans. However, failure to work the three consecutive twelve-hour shifts will result in compensation, vacation etc., to be based on actual hours worked.
- (d) Other work schedules as arranged by mutual agreement between the Employer and the Union.

No work schedule is permitted which would result in the payment of overtime for hours worked during the regular work shift.

Start times and lunch for all shifts will be established by the Employer and will be dependent on the nature of the work available.

**ARTICLE 8**  
**SHIFTS**

Shift work shall be permitted in all classifications, without restrictions, on the following basis:

Section 8.1

Unless working an alternative schedule in accordance with the Memorandum of Agreement on Alternative Shifts, regular starting times of the day shift shall be between 5:00 AM and 9:00 AM. An Employee's regular starting time shall remain in effect for the duration of the workweek; however, once during the workweek the Employer may temporarily change the starting time within the applicable starting time range. Temporary starting times shall apply to all shifts. The Employer will provide as much advance notice of starting time change as feasibly possible.

Section 8.2

Employees transferred from one shift to another, unless relieved from work at least a full shift as set forth herein before starting their new shift, shall be paid the overtime rate for the first such shift worked. No Employee shall be transferred from his/her regular assigned shift to another shift more than once a workweek, except however, s/he may be returned to his/her regular assigned shift, except in extreme emergency or shortage of workers.

Section 8.3

Employees required to work overtime, unless relieved from work at least a full shift as set forth herein before starting to work on their next regular shift, shall be paid the overtime rate for the next such shift. However, in event an Employee is advised to report to work later than his/her normal starting time for the purpose of allowing him/her at least a full shift relief, s/he shall be paid only for hours worked.

Section 8.4 FIRST OR REGULAR DAYLIGHT SHIFT:

An eight and one half (8 ½) hour period or ten and one half (10-1/2) hour period less thirty (30) minutes for meals on the Employee's time. Pay for a full shift period shall be a sum equivalent to eight (8) times or ten (10) times the regular hourly rate with no premium.

Section 8.5 SECOND SHIFT:

An eight and one-half (8 ½) hour period or ten and one half (10-1/2) hour period less thirty (30) minutes for meals on Employee's time. Pay for a full second shift period shall be a sum equivalent to eight (8) or ten (10) times the regular hourly rate as set forth in Schedule "A." plus at least fifty cents (\$.50) per hour.

Section 8.6 THIRD SHIFT:

An eight and one-half (8-1/2) hour period less thirty (30) minutes for meals on Employee's time. Pay for a full third shift period shall be a sum equivalent to eight (8) times the regular hourly rate as set forth in Schedule "A," plus at least seventy-five cents (\$.75) per hour.

Section 8.7 TWELVE-HOUR WORK SHIFTS:

A thirteen (13) hour period less sixty (60) minutes for meals on Employee's time. Two (2) thirty (30) minute lunch periods, every four (4) hours on Employee's time shall be allowed. A lunch period shall be allowed, on the Employer's time, at the end of shift if required to work overtime.

Section 8.8

The first shift at the startup of any job may fall outside the regular shift language, since vessel arrival times are outside the control of the Employer. Subsequent shifts, however, will be scheduled to start within the parameters set forth in this Agreement.

**ARTICLE 9**  
**WAGE SCALES**

Section 9.1

The Employer agrees to pay to its Employees and the Union agrees that its members employed by the Employer will accept the wage scales for the various classifications set forth and contained in Schedule "A" of the applicable Company Appendix.

Total package increases:

Effective the first full pay period following ratification: + \$1.25

Effective the first full pay period after 12/1/22: + \$1.30

Effective the first full pay period after 12/1/23: +\$1.40

Section 9.2

The wage scales established in Schedule "A" of the applicable Company Appendix shall be considered as minimum wage scales and shall not prevent the Employer from paying higher wages, as they deem appropriate.

Section 9.3 PREMIUM PAY FOR SSD LICENSED ELECTRICIANS:

The parties agree that Electricians working for Shippers Services Department (SSD) in Portland or Seattle who hold a current Plant Electrician license, and are performing facilities maintenance work, will be paid a premium of \$3.00 per hour for all hours worked.

**ARTICLE 10**  
**OVERTIME**

Section 10.1

All time worked in excess of the established work shift i.e., eight (8) hours, ten (10) hours, or twelve (12) hours, or any other mutually agreed to work shift, and/or hours worked beyond 40 in an established work week shall be compensated at the rate of one and a half times (1.5x) the straight time regular hourly rate. All time worked on Saturday and Sunday shall be paid at the rate of one and a half times (1.5x) the straight time regular hourly rate provided Saturday is the sixth consecutive day worked and Sunday is the seventh consecutive day worked. Employees working in excess of twelve (12) hours in schedule work shift shall be paid at two times (2x) the straight-time hourly rate. It is the Employer's intent to minimize employees working in excess of twelve hours in a work shift. Only time actually worked will count towards overtime, except as otherwise provided in this Article.

Section 10.2

Employees required to work around the clock (three shifts) and required to continue work through their regular assigned shift, shall continue to receive pay at the applicable overtime rate.

Section 10.3 LUNCH PERIODS:

(a) MID-SHIFT MEAL PERIOD, NON-OVERTIME SITUATION:

An Employee required to work through his/her regular mid-shift meal period shall receive the established overtime rate for such meal period and shall thereafter be allowed another meal period to eat his/her meal on the Employer's time. If, for any reason, the Employer is unable to provide the second meal period before the end of the shift, the Employee will be paid a second one half (1/2) hour at the overtime rate.

(b) MEAL PERIODS FOR DAILY OVERTIME SITUATIONS:

An Employee who works more than two (2) hours past his/her regularly scheduled shift shall be given an additional meal period of thirty (30) minutes on the Employee's time. If the meal period is not given by the end of the third (3rd) hour of continuous overtime, the Employee shall be provided a thirty (30) minute meal period on the Employer's time at the applicable overtime rate. An Employee not given an opportunity to eat his/her lunch on the Employer's time shall be paid an additional one (1) hour at the applicable overtime rate. Employee's that continue to work overtime shall be allowed a meal period of thirty (30) minutes on the Employer's time for each additional four (4) hours continuously worked following the aforementioned meal period.

Section 10.4

Holiday pay shall be treated as time worked for the purposes of calculating overtime. All other forms of paid leave shall not be treated as time worked for purposes of calculating overtime.

Section 10.5

If the Employer directs an employee not to come in for the employee's regularly scheduled shift, or if the Employer sends an employee home early after starting a regularly scheduled shift, or the Employer places an employee "on call" for a maximum of five (5) days, such time shall be treated as time worked for

purposes of calculating overtime (whether the employee elects to cover the “on call” time with vacation dollars or not).

“On call” means that an employee is not on lay-off status, as defined, but is requested to be on call for recall to work, and shall be considered to be an Active Employee of the Employer during this period and shall be strictly voluntary.

The Employer agrees to notify the Union(s) when employees are placed on call. Under no circumstance shall the Employer leave employees on call longer than five (5) days unless the individual, the Union(s) and the Employer mutually agree to extend the period. The Employer also agrees to notify the Union(s) when employees return to work after being placed on call.

## **ARTICLE 11** **HOLIDAYS**

### Section 11.1

An Employee who works an eight (8) hour, five (5) day a week shift shall receive eight (8) hours the straight time day shift rate of pay, or an employee who works a ten (10) hour, four (4) day a week shift shall receive ten (10) hours of pay at the straight time day shift rate for the following holidays, provided:

(a) The Employee has a hire or rehire date, whichever is more current, at least fifteen (15) calendar days immediately prior to the recognized holidays and s/he works the work day before and after the designated holiday.

Exception will be made in cases:

- (1) Where absence on the work day prior to or the work day following was due to industrial injury or bona fide illness (documented by a doctor’s certificate or other evidence of illness), either of which occurred sometime during the five (5) calendar days prior to the holiday.
- (2) Where the absence is due to an Employer approved time off request. (Request must be submitted in advance of the Holiday, in writing).

### Section 11.2

The following are official paid holidays for all full time employees.

<b>No.</b>	<b>Holiday Observed</b>	<b>Date Recognized</b>
1	New Year’s Day	January 1
2	Presidents’ Day	Third Monday in February
3	Memorial Day	Last Monday of May
4	Independence Day	July 4 <sup>th</sup>
5	Labor Day	First Monday in September
6	Thanksgiving Day	Fourth Thursday in November
7	Day After Thanksgiving	Fourth Friday in November
8	Christmas Day	December 25 <sup>th</sup>
9	Day Before or After Christmas	*As Designated By Operations
10	Day Before or After New Year’s Day	*As Designated By Operations

\*Advance notice shall be provided to employees as to which day will be designated

### Section 11.3

All time worked on the aforesaid holidays shall be compensated for at two times (2x) the regular straight-time hourly day shift rate of pay.

### Section 11.4

Should any of the above holidays fall on Sunday, the day observed by the Nation shall be considered a holiday and compensated accordingly. In cases where the above listed holidays fall on Saturday, the preceding Friday shall be observed as the holiday.

## **ARTICLE 12** **VACATIONS**

### Section 12.1

An Employee shall be eligible to accrue vacation pay upon a) working 160+ hours and b) completion of their first six (6) months of employment. Should an employee not achieve 160 hours during this initial six month period then time worked in the following month (7<sup>th</sup>) shall be counted dropping off the first month and so on. For new employees hired after January 1, 2018, eligibility to accrue vacation pay will start upon hire. For employees not yet accruing vacation pay as of January 1, 2018, eligibility to accrue vacation pay will start on January 1, 2018. Employees will be eligible to use vacation time after ninety (90) calendar day of employment.

(a) Vacation pay shall accumulate at the rate of 5% for each hour worked, unless otherwise designated in the applicable Appendix of Grandfathered Provisions.

(b) For new employees hired after March 28, 2018, vacation pay shall be computed at the following percentages of the actual hours worked multiplied by the Employee's established straight time day shift rate of pay being received by the Employee, calculated on a daily basis and accumulated until the vacation is paid:

- (1) First 18 months: Three and one-half percent (3.5%) as computed above.
- (2) Thereafter: Five percent (5%) as computed above.

### Section 12.2

Employees are encouraged to take their vacation and may do so at any time of the year. Vacation may not be taken in increments of less than one work shift unless used for Oregon or Washington sick leave, in which case the employee may take the vacation in one-hour increments. Vacation compensation shall not be considered as time worked.

Actual time off requires advance supervisory approval. In no circumstances shall vacation leave be considered as a layoff from employment.

### Section 12.3

Actual time off requires advance supervisory approval whenever possible so that arrangements may be made to avoid any inconvenience to the customer. An Employee deciding to take their vacation pay in lieu of time off may do so only one time per month, and the Employer will process all such requests at the same time once per month. When an Employee who is currently employed decides to request vacation/vacation pay, the Employee must complete a vacation/vacation pay request form available in the main office and have supervisor approval before vacation can start. When vacation pay is approved, the vacation paycheck will be mailed to the Employee's address on file in the main office unless other previous arrangements have been made with the office.

Employees who have an unexpected need to be absent from work for reasons governed by Oregon or



Washington sick leave should notify their direct supervisor before the scheduled start of their work day in accordance with the call-in policy. If it is impracticable for an employee to provide timely notice of such need, someone else may provide the initial notice on the employee's behalf. In that case, an employee is expected to follow up with his/her supervisor as soon as possible. Employees must use the call-in policy on each additional day of unexpected absence, unless alternative arrangements have been approved in advance.

#### Section 12.4

An employee may elect to carry over up to the equivalent of forty (40) hours (or more if required by law) in their vacation bank on the Employee's hire-in anniversary date by requesting such carry over one month prior to the Employee's hire-in anniversary date in accordance with Company policy. Vacation not taken during the year or carried over in accordance with policy will be paid out automatically on an Employee's hire-in anniversary date and mailed to the last known address on file in the office.

#### Section 12.5

It is understood and agreed by the signatory Parties that vacation pay accrued shall be paid to qualified employees upon termination for cause or voluntary quit. Vacation benefits shall immediately cease when an employee is terminated for cause or voluntarily quits.

#### Section 12.6

Vacation pay is calculated from the hourly day shift hourly rate of pay.

### **ARTICLE 13** **NO LIMITS ON PRODUCTION**

#### Section 13.1

There shall be no contract, or task work, nor shall there be a limit on, or curtailment of production or any self-imposed restrictions placed or imposed by the Union or the Employer.

### **ARTICLE 14** **DIRTY WORK**

#### Section 14.1 DIRTY PAY:

The parties recognize the nature of work within the shipyard industry requires working in conditions more dirty, disagreeable, and unpleasant than in other industries in the trades. Therefore, it is the intent of the parties to limit the applicability of dirty pay to Employee's' in situations that are exceptionally dirty, disagreeable, or unpleasant relative to shipyard work. The Employer shall determine in advance what areas warrant dirty pay, and will communicate this to the employees working on the project in advance, but shall not exercise this prerogative arbitrarily. The Employer also agrees to notify employees by the end of each day as to how many hours they shall receive the dirty pay when working in situations that have been determined dirty. The dirty pay penalty will be an extra half hour (1/2) of pay at the applicable rate of pay for each hour that an employee performs dirty work (prorated for increments of less than one hour). If an employee believes dirty pay should apply, the employee must raise it with the leader of production for the site (e.g., Director of Operations or other designated leader), who has the discretion to authorize it or not. An employee may not claim dirty pay on any project for which it has not been authorized in advance, provided however that if an employee discovers a condition that may involve dirty pay after they have started working, the employee should immediately stop work and raise it with their supervisor, who will follow up with the leader of production for further consideration.

#### Section 14.2 Human Waste Pay.

The Employer shall provide necessary appropriate protection (i.e. clothing, gloves, breather) when working on septic systems. It is not the intent of this provision to discontinue the use of tank cleaning and other cleaning services. The Employer will implement a policy to flush and sanitize all septic systems prior to beginning repair work. The penalty will be an extra hour (1) of pay at the applicable rate of pay for each hour an employee is cleaning or working in septic systems containing human waste (prorated for increments of less than one hour). The provisions for additional pay when working in septic systems containing human waste will not apply to work performed after the septic system has been flushed and sanitized and certified as clean by a Marine Chemist. If an employee believes additional human waste (septic) pay should apply, the employee must raise it with the leader of production for the site (e.g. Director of Operations or other designated leader), who has the discretion to authorize it or not. An employee may not claim additional human waste (septic) pay on any project for which it has not been authorized in advance, provided however that if an employee discovers a condition that may involve human waste pay after they have started working, the employee should immediately stop work and raise it with their supervisor, who will follow up with the leader of production for further consideration.

Examples of how Dirty Pay and Human Waste Pay are calculated are as follows. For ease of calculating, the following examples will use \$10 as the base pay rate.

Dirty Pay:

Work Situation	Base Hourly Rate	½ Hour Penalty Pay Rate	TOTAL PER HOUR
Straight Time	\$10.00	\$5.00	\$15.00
Overtime	\$15.00	\$7.50	\$22.50
Double Time	\$20.00	\$10.00	\$30.00

Human Waste Pay:

Work Situation	Base Hourly Rate	1 Hour Penalty Pay Rate	TOTAL PER HOUR
Straight Time	\$10.00	\$10.00	\$20.00
Overtime	\$15.00	\$15.00	\$30.00
Double Time	\$20.00	\$20.00	\$40.00

#### Section 14.3

When an Employee's clothing or body becomes contaminated with human waste, water or oil due to circumstances beyond their control, and when the incident is properly reported, the Employee shall be given a reasonable opportunity, on the Employer's time, to clean up and/or change clothing. When circumstances require the Employee to leave the yard or job site before the end of the shift they shall be compensated (not to exceed two (2) hours) at the applicable rate. Otherwise they shall be paid at the applicable rate until the end of the shift. The Employer shall make available at no cost to the Employee(s) proper preventative medical care for blood borne illnesses or other diseases that may be caused by exposure to human waste.

### **ARTICLE 15** **REPORTING PAY AND MINIMUM PAY**

#### Section 15.1

Employees reporting for work that arrive on time or as otherwise scheduled, unless advised by the Employer at least four (4) hours prior to such time to not report for work, shall receive not less than four

(4) hours' pay. Shift hours shall not be reduced arbitrarily. The foregoing show up pay will not apply to any employees who do not report to work, regardless of the amount of notice provided.

#### Section 15.2

Employees required to report for work not continuous with their regular assigned shift hours, or on their scheduled day off and holidays, and that arrive to work as directed, shall receive not less than two (2) hours pay at the applicable overtime rate (four hours for employees performing facilities maintenance work for Shiplside Services Department (SSD) or Non-Technical Services (NTS)).

#### Section 15.3

Employees required to report for work and not used shall receive four (4) hours straight time pay.

#### Section 15.4

The foregoing rules (Sections 15.1, 15.2, and 15.3) shall not apply where an Employee is not put to work because of bad weather, vessel availability or breakdown of machinery, except that this shall not be construed to cover failure to have work.

#### Section 15.5

Employees who fail to report as scheduled, voluntarily quit or are discharged for cause, or who refuses another assignment of work and elects not to work for the show up hours shall be paid only for actual hours worked.

#### Section 15.6

Employees not at work on the day a shutdown or layoff occurs, shall be considered to have received notification of such shutdown or layoff that they would have received if they had been working, however, the Employer shall attempt to contact the absent Employee(s) at the phone number on file.

#### Section 15.7

In the event the supervisor requests the Employee who has reported for work at his/her regular starting time and in unworkable weather to remain on the premises with the expectancy of starting work later if the weather clears, such Employee shall be paid for such waiting time, which in no case shall be less than four (4) hours pay at his/her regular rate of pay.

## **ARTICLE 16**

### **SAFETY AND SUBSTANCE ABUSE PROGRAM**

#### Section 16.1 SAFETY:

In the Spirit of Vigor's Code – specifically BE CAREFUL – do it safe all the time – All Employees are dedicated to the concept that all accidents are preventable. Accordingly, all Parties are committed to achieving and sustaining Zero Accident Tolerance through continuous improvement practices. Managers, Supervisors and Employees shall enforce and uphold safety health and sanitation measures as required by law and take appropriate corrective action to eliminate hazardous conditions and practices. All Employees are expected to follow safety rules and policies.

Safety is the responsibility of the Employer by law, and each Employee by Company policy. To that end, Joint Safety Committees shall meet regularly to discuss safety and health issues, periodically review the Employer's health and safety policies, and shall work toward the intention of the Vigor Code. Each Joint Committee shall work to improve and reduce injuries and incidents that cause harm to the Employer or its Employees. The Union is fully committed to assist in improving overall safety. The Employer will provide the Single Point of Contact with a copy of the minutes adopted by the Joint Safety Committee(s).

Section 16.2

Prompt ambulance service and first aid to injured workers shall be provided on all shifts. All first aid personnel shall be identified and signs indicating location of first aid stations shall be posted.

Section 16.3

An Employee suffering an industrial injury who is advised not to resume work by a nurse, first aid attendant or by a physician shall be paid, pursuant to the terms of this Agreement, to the end of the shift on which the injury occurred. In the event an Employee reports an injury immediately following its occurrence to the nurse, first aid attendant, or physician, and had completed working the shift during which they sustained the injury, and the following day after reporting for work, is advised by the nurse, first aid attendant or physician to whom they were referred to by the Employer, not to continue work because of said injury, they shall be paid to the end of said shift.

Section 16.4

It is understood that matters dealing with safety should be presented first to the Employer and/or the safety committee prior to the matter being referred to governmental agencies.

Section 16.5

When an Employee is directed by the Employer to undergo a physical exam, the Employer shall pay the exam in full and the Employee shall be paid for his/her time. The Employer shall pay pre-employment physicals in full but the applicant shall not be paid for the time.

Section 16.6 SUBSTANCE ABUSE PROGRAM:

An Employee who is under the influence of alcohol or drugs is a danger, not only to themselves but all Employees. The parties have agreed to work together to create a work environment free from the effects of Employees impaired by the use of alcohol or drugs, through the use of pre-hire, random, and for cause testing. Further unauthorized possession, manufacture, use, or distribution of alcohol and drugs within the work environment is strictly prohibited. Failure to comply with these expectations can and will result in corrective action up to and including termination of employment and/or employment eligibility.

Section 16.7

Every Employee shall be subject to the conditions outlined in the Employer's Drug & Alcohol (D&A) Policy. The Employer also retains the right to amend the terms and conditions of the D&A Policy for the purpose of modifying it due to the changing needs of the Employer's customer or to stay in compliance with legislation. The Employer shall notify the Union within five (5) working days of changes to terms and conditions in the Employer's D&A Policy. This Employer's D&A Policy will have no expiration date and will not be affected by the duration of this contract. This provision shall not be construed as limiting the Union's rights under Article 22, Grievances and Complaints.

Section 16.8

When work is assigned to entities or personnel not covered by this Agreement, the Company shall obtain verification that the above safety and drug and alcohol tenets, and other Company safety standards, are complied with.

**ARTICLE 17**  
**UNION REPRESENTATIVES**

Section 17.1 UNION BUSINESS REPRESENTATIVES:

After informing and receiving permission from a salaried supervisor, the Union representative may visit

the work location of employees covered by this Agreement, provided the Union representative adheres to all safety and work rules. Union membership or legal Union activity shall be allowed at the job site when such activities are not carried on during working hours or so as to interfere with production.

The utilized signatory Unions designate a Single Point of Contact as their agents for all purposes under this Agreement. This means that in their dealings with the Employer, the Metal Trades Department, the Area Metal Trades Councils (PSMTC and MTCPV) and all signatory unions will act through the Single Point of Contact, which will be the agents of the Metal Trades Department and Councils, and all signatory unions, and the principle spokespersons and point of contact with the Employer in such matters of contract negotiations, grievance handling, referrals of applicants and other matters of contract administration. The parties agree that this agency designation includes the right to determine when to file grievances, lawsuits, unfair labor practice charges or other claims against the Employer and that no individual union may file any such grievance, lawsuit, unfair labor practice or other claim against the Employer without approval by the Metal Trades Department, to the extent allowed by law. The Lead Shop Steward and the Single Point of Contact shall be the only Representative(s) authorized to represent the Unions in grievances filed under Article 22, Grievances and Complaints, and shall execute their respective duties in accordance with that Article. This shall not limit the right of the Union Representative of the affected employee to attend and participate in grievance meetings with the Single Point of Contact.

For purposes of this Agreement, the Single Point of Contact shall be designated by the Metal Trades Department. The Single Point of Contact must be a current bargaining unit employee of the Employer in Portland or Seattle. The Single Point of Contact, or the Employer, may involve the General Representative for the Western Region of the Metal Trades Department of the AFL-CIO in issues impacting multiple local unions.

The Employer agrees that it will provide the Single Point of Contact with up to forty (40) hours of paid release time per week to perform their representational duties under this Agreement. The paid release time will be paid at the Single Point of Contact's standard rate of pay. Paid time under this paragraph will count as hours worked for purposes of overtime pay, provided however, that the Single Point of Contact will not work overtime in their representative capacity.

The parties agree that the Employer will not pay the Single Point of Contact for travel time and will not be responsible for any travel or related expenses associated with the employee's work as Single Point of Contact.

The Business Representatives shall have access to work areas by carrying the proper credentials and access pass. This access will be authorized only if proof of current automobile insurance, valid driver's license and other proper identification are provided by the Business Representative. When on the premises, the Business Representative will notify the Security Representative. It is the intent of the Union not to interfere or cause employees to neglect their work.

#### Section 17.2 SHOP STEWARD:

It is recognized by the Employer that a Shop Steward is desirable for the proper administration of the terms of this Agreement. The utilized signatory Unions shall appoint one (1) designated Lead Shop Steward at each location for business entities covered by this Agreement for the administration and procedural issues of this Agreement for the bargaining unit Employees in the current employment of the Employer. If there are multiple shifts at a location, there will be one Lead Shop Steward on day shift and one on swing shift. The Employer will provide the Lead Shop Stewards in Portland and Seattle with a cell phone and access to a computer and access to a secure printer to be used in the performance of their duties. The Employer shall also make available to the Lead Shop Stewards a private, secure location to conduct meetings and interviews. Such Lead Shop Steward and the Single Point of Contact shall be

qualified to perform the work available and shall have no noted performance deficiencies. The Employer also recognizes that it is desirable that the person designated as the Lead Shop Steward shall receive his/her fair share of the work that s/he is qualified to perform. When the Employer has advance knowledge of an impending layoff, twelve (12) hours advance notice will be given to the Lead Shop Steward when lay off occurs. The Single Point of Contact and Lead Shop Steward shall be the last Employees to be laid off, provided that s/he is qualified to perform the available work.

The Lead stewards shall perform their duties in an efficient and cost effective manner. The parties agree to provide coordinated training to the Lead stewards and the Single Point of Contact based upon a mutually agreed outline which shall include the collective bargaining agreement, Company policies, and administration of such policies. The training will be on Company-paid time and will be at least one hour each month.

In addition, any local affiliated Union may designate a Shop Steward to represent their utilized members. However, for the purpose of administrative and/or procedural issues the individual Shop Steward shall coordinate with the Lead Shop Steward to communicate issues to the Employer. The Employer shall not be required to communicate with any Shop Steward other than the Lead Shop Steward.

#### Section 17.3

The Employer will not in any way discriminate against the Single Point of Contact or the Lead Shop Steward for presenting any complaint, dispute or grievance to their Supervisor or to the Employer in the manner provided for in this Agreement. In no event shall the Employer discriminate against a Steward in the matter of layoffs or rehires or discharge him/her on account of the proper performance of his/her duties.

#### Section 17.4

The Union shall advise the Employer of the names of the Single Point of Contact, Lead and Craft Stewards currently elected or appointed, in writing. The full grievance procedure as set forth herein shall be available to the Union if it feels that any of its Lead or Craft Stewards, or Single Point of Contact have been discriminated against.

### **ARTICLE 18** **PAY DAY**

#### Section 18.1

Paydays shall be weekly and in no case shall more than seven (7) calendar day's pay be held back.

#### Section 18.2

In case an Employee is laid off quits, or is discharged by the Employer, s/he shall receive their pay in compliance with State Law.

#### Section 18.3

All paychecks will be available at the Employer's office on Friday mornings by noon, regardless of Employee's shift.

#### Section 18.4

Any error in an Employee's pay check which is three (3) hours pay or greater shall be corrected by the Employer within four (4) working days from the time the error was brought to the Employer's attention, with such errors being processed on Tuesdays and Fridays only; otherwise the error shall be corrected on the next regular pay day. It is further agreed that when the Employer does not provide the pay correction

within four (4) days of being notified of the error, the Employer shall pay a penalty pay of two (2) hours at the employee's straight time rate per day thereafter until the error is corrected.

## **ARTICLE 19**

### TRAVEL TIME AND OUT OF YARD WORK

#### Section 19.1

If assigned to a job considered to be "out of town" or outside the general commuting area, the Employer may provide a transportation vehicle. The driver of the vehicle shall be selected by Management and shall receive compensation for time spent driving the vehicle. Passengers in the vehicle shall receive compensation equivalent to no less than one (1) hour of overtime in consideration for time spent as a passenger. All such Employees shall report directly to the assigned job site on time as scheduled. Additionally the Employer will pay all related vehicle fees incurred (bridge tolls, ferry fares, parking fees) to travel from the Employer's place of business to the job site. It is the intent that employees traveling and working out of town (a radius of more than 65 miles (meaning outside the Local Commute Area) to be compensated for travel time as required by law.)

The Employer will annually review and update the defined commuting areas for employees. Presently, the general commuting area is considered to be travel radius of 65 miles or less from the Employee's regular place of employment. The Employer agrees to provide either transportation for Employees (i.e. van or bus) or a daily stipend of no less than \$15 when an Employee is assigned to an operating location that is more than 35 miles one way from their regular place of employment. The decision on which to provide is at the discretion of the Employer.

#### Section 19.2

Employees sent to work out of town shall be provided with reasonable lodging, which may include sharing a room with another Employee. "Reasonable lodging" will meet or exceed a double star standard as established by travel sites such as Expedia, Orbitz, and/or the American Automobile Association.

At the Employer's discretion reimbursement or a flat daily per diem, for reasonable meal expenses will be provided. The established per diem rates shall be reviewed periodically at the regular Labor Management Meetings. The Employer shall provide transportation or pay mileage allowance not to exceed the IRS recommended guideline. Unusual circumstances will be handled on their individual merits. Reasonable air transportation shall include travel, other than First Class ticketing, and applicable baggage fees. Other airfare premiums shall be paid solely at the Employer's discretion.

Out of town jobs lasting more than one (1) day, shall be considered the "place of employment" for the duration of that assignment and Employees shall be required to report directly to such job location, at their assigned shift starting time, and without travel time.

#### Section 19.3

Alternatively, and at the option of the Employer, Employees who provide their own RV's or wish to secure their own out of town accommodations shall be given a minimum of \$50 per day. Employee's allowed this option will be required to maintain reasonable communications with the Employer.

#### Section 19.4

There will be no guaranteed minimum number of hours worked per day for out of town work, although the Employer will attempt to maximize the Employee's earning opportunities in such situations. If work is temporarily not available during out of town work situations and Employees are asked to standby, Employees will continue to receive expense allowances as provided in this Article.

#### Section 19.5

Individuals that are selected for out of town travel will be notified of specific conduct expectations prior to leaving town. Employee may be held personally responsible for any damage they have done at a hotel/motel or for any extraordinary cleaning fees incurred. Employees that engaged in conduct (extraordinarily loud, parties etc.) in a hotel room which results in a serious complaint to the Employer and/or being removed from the property will be sent home at their own expense.

#### Section 19.6

Employees who are assigned work on trial trips of vessels will be paid as though working normally assigned duties and be provided meals and lodging, when necessary. They shall receive a minimum of eight (8) hours at the regular rate of pay and two (2) hours at the applicable overtime rate of pay if they are required to stay on board the vessel longer than their normal shift and do not work other than their normal shift. Lodging and meals are provided. Employees working outside their normal shift hours or directed to standby by their Supervisor shall receive the applicable overtime rate.

#### Section 19.7 WORK ASSIGNMENTS IN EVERETT, BREMERTON AND USCG PIER:

The parties agree that the Employer may assign employees to work in Everett, Bremerton or Pier 36 in accordance with Article 2 of the Master Agreement. The Employer will seek volunteers prior to making such assignments, but reserves the right to make assignments based on inverse seniority (meaning the least senior, qualified employee will be assigned first). The Employer agrees to discuss individual employee hardships with the Union prior to assignments, when an employee requests such consideration. If an employee volunteers for an assignment in Everett, Bremerton or Pier 36, and is selected for such assignment, the employee must remain for the duration of the assignment.

When employees are required to work in the areas specified above, they shall be reimbursed for actual daily out-of-pocket expenses such as parking and travel fees. Mileage or gas cost is not considered as out-of-pocket expenses. Employees shall report directly to the job site at the beginning of their respective shift and shall be responsible for their own transportation to and from the job site. When parking is not readily available the Employer agrees to secure parking at the worksite or provide transportation. (If Transportation is provided by the Employer it will be off the clock on the Employee's time.)

## **ARTICLE 20** **WELDING**

#### Section 20.1

The parties recognize that certification to specific welding procedures is required to perform work related to ship repair. Active employees when required by the Employer to take a test during their regular shift shall be paid for the time required to take the test for each successfully completed weld test. Active employees when required to take a test outside of their regular shift shall be paid a minimum of four (4) hours straight time day shift rate for each successfully completed weld test. The Employer shall not pay for failed weld tests. Individuals failing to successfully complete a weld test will not be permitted to retest for a minimum of thirty (30) days following the date of the most recent failed exam. Permission to retest within the aforementioned waiting period will be given only at the express written consent of the Employer. Employees shall practice to take tests required for employment on their own time. Reasonable access to welding equipment and materials shall be provided by the Employer or through the Union and their training facility.



**ARTICLE 21**  
**NO STRIKE, LOCK-OUT OR INTERFERENCE OF WORK**

Section 21.1

There shall be no lockouts on the part of the Employer, nor suspensions or slow-downs of work, mass sick call ins, or strikes including sympathy strikes on the part of the Employees. This agreement is a guaranty that for its duration there will be no strikes, production slow-downs nor interference, nor lockouts, and that all complaints, grievances or disputes arising under its provisions will be settled pursuant to the grievance procedure outlined in this agreement. If any such activity takes place, the Union will immediately notify all Union agents, officers, representatives and bargaining unit members engaging in such activities to cease and desist, and publically declare that such activity is in violation of this Agreement and is unauthorized. In the event the Union fails to fully and faithfully discharge its duties under this Article, the Employer shall be entitled to recover its losses incurred as a result of activity in violation of this Article. However, the Employer agrees that in consideration of the due performance by the Union of the undertakings herein assumed by it with respect to preventing and terminating violations of this Article, there shall be no liability on the part of the Union, its officers, agents, or on the part of its members as such for damages or otherwise. Employees who refuse to cross a picket line may be immediately terminated from employment and such action shall not be subject to appeal. However, employees that refuse to go through a picket line out of concern for personal safety, as verified by the Union and Employer and/or law enforcement personnel, shall not constitute a violation of this clause of the agreement or be cause for discharge.

Section 21.2

Notwithstanding the foregoing, no employee of one of the covered entities will be compelled to perform the "struck work" of employees of another covered entity engaged in a lawful strike. For purposes of this section, "struck work" means the work being performed by the employees engaged in a lawful strike immediately prior to the strike, at the location where the striking employees were working immediately prior to the strike. "Struck work" under this provision does not include the work of any employees who are not on strike, and non-striking employees covered by this Agreement will be required to cross a picket line to continue to perform their own work, in accordance with the Section 21.1.

**ARTICLE 22**  
**GRIEVANCES AND COMPLAINTS**

Section 22.1

The purpose of this procedure is to provide an orderly method for resolving grievances. A determined effort shall be made to settle any such differences at the lowest possible level in the grievance procedure; and there shall be no suspension of work or interference with the operations of the Employer.

All Employer investigations that can or will lead to disciplinary action shall be concluded in a timely manner from the date the Employer becomes aware of the occurrence, and prior to the issuance of any and all discipline.

Section 22.2 GRIEVANCES:

A "grievance" means a claim or dispute with respect to the interpretation or application of the provisions of this Agreement. An Employee or group of Employees who feel they have a grievance shall notify the appropriate member of Management as prescribed in this section.

From time to time, the Employer will designate a human resources representative in each business unit and/or regional operation to receive grievance notices. Such designation shall be provided to the Union in writing.

The parties agree that every effort should be made to resolve grievances informally with the first level supervisor or others, as appropriate, and to settle grievances at the lowest possible level. The grievant and/or the Union and the appropriate Employer representative shall meet, if necessary, to attempt to resolve the grievance at any step.

For the purpose of timelines "Work Days" shall be defined as Monday thru Friday, excluding contractual holidays.

### Section 22.3

Step 1. If unable to resolve the grievance informally with the immediate supervisor, the Lead Shop Steward or Single Point of Contact shall present the grievance in writing to the designated Company Human Resources representative. Copies of the grievance shall be filed with the supervisor. The apparent existence of a grievance should be presented as soon as possible, but not later than ten (10) work days following the date of the occurrence or circumstances giving rise to the grievance. The written notice shall include:

- (a) The specific facts giving rise to the grievance, including the date the grievance arose;
- (b) The section of the Agreement claimed to be violated;
- (c) The remedy sought;
- (d) The date and signature of the grievant, and/or Union representative.

### Section 22.4

The parties will meet no later than ten (10) work days following such written notice to resolve the issue. It shall be the Union's responsibility to schedule the grievance meeting within the foregoing timeline. The HR Representative will provide a written statement of whether the grievance was resolved at Step One within five (5) work days after the termination of such meeting.

### Section 22.5

Step 2. If the grievance is not resolved at Step 1, the Lead Shop Steward or Single Point of Contact shall submit the written grievance to the Director of Labor Relations, or other Company representative designated by the Executive Vice President of Human Resources and Administration, within ten (10) work days, following the Step 1 response. The parties will meet no later than ten (10) work days following such written notice, and it shall be the Union's responsibility to schedule the Step 2 meeting within the foregoing timeline. The Director of Labor Relations shall respond in writing to this grievance within ten (10) work days following the Step 2 meeting.

### Section 22.6

Step 3. Not later than ten (10) work days following the conclusion of Step 2, either party may submit the grievance to the Standing Committee for review. This Committee shall consist of: the International Union Representative or their designated representative, the Local's Business Representative and two members of the Employer's senior management team. The Standing Committee shall meet within twenty (20) work days of receipt of the request for a Standing Committee hearing, and it shall be the Union's responsibility to schedule the Standing Committee meeting within the foregoing timeframe. The goal of this meeting is to consider the facts of the grievance, the applicable contract terms, and determine if an

acceptable resolution can be reached. If a settlement is reached, it shall be written and signed by the parties and shall be considered final and binding.

#### Section 22.7

Step 4. If a satisfactory resolution is not achieved from Step 3, then either Party may within ten (10) working days thereafter give written notice of arbitration to the other party. The parties shall first attempt to agree on a mutually acceptable arbitrator. If the parties cannot agree on an arbitrator within ten (10) work days, the party initiating the grievance will request from the Federal Mediation and Conciliation Service a list of seven arbitrators within ten (10) work days of submitting written notice of arbitration to the other party. The cost of the list will be equally borne by both parties. The arbitrator will be chosen from the list by alternate striking of arbitrator names. When each party has stricken three names, the remaining arbitrator shall be appointed to resolve the grievance. The order of striking names will be determined by the flip of a coin, with the loser going first on striking names from the list.

#### Section 22.8 TIME LIMITS:

The time limits set forth in this Article may be extended by mutual written agreement between the Employer and Union. If the Union or the Employer files a grievance and fails to adhere to any of the time limits for processing grievances, the grievance will be deemed abandoned. If the Employer fails to respond to a grievance filed by the Union within the specified timelines, the grievance will be advanced to the next step of the grievance process.

#### Section 22.9 ARBITRATION:

The decision of the arbitrator shall be final and binding upon the parties. The scope of the arbitration shall be limited to the issues of fact and disputed application to this Agreement raised by the aggrieved Employee, Lead Shop Steward, Single Point of Contact or by the Employer.

Each party shall bear the costs of presenting its own case, including witness fees, attorney fees, arbitrator expenses, and time lost from work by its witnesses and representative. If either party desires a verbatim transcript of the proceedings, the parties shall split the costs of the court reporter and of the arbitrator's copy of the transcript.

The arbitrator shall have no authority to modify or alter the terms of the Agreement, but shall be limited to interpretation of the Agreement. Only one dispute or grievance shall be the subject of any arbitration unless the parties expressly agree to the contrary. In his/her decision, the arbitrator shall specify whether or not the decision is retroactive and the effective date thereof, providing that in no case shall the finding be retroactive beyond the date the grievance was filed.

#### Section 22.10 INFORMAL DISCUSSION PERMITTED:

Nothing in this Article is intended to preclude or prohibit informal discussion of a potential grievance between an Employee, Lead Shop Steward, Single Point of Contact, and the appropriate member of Management, provided that the time limits set forth above are followed.

#### Section 22.11 CONFIDENTIALITY:

All proceedings, meetings, and discussion related to grievances shall be limited in attendance to the parties and their designated representatives. All documents and information relative to the grievance and resolution thereof shall be considered as exempt from public disclosure to the extent allowed by law, until the conclusion of the final proceeding.

#### Section 22.12 EMPLOYER INITIATED GRIEVANCE:

The Employer is entitled to initiate a grievance against the Union. Within ten (10) work days of the date giving rise to the grievance, the Employer representative shall advise the Chief Shop Steward or Single

Point of Contact in writing, of the grievance. The Employer and Union representatives shall meet not later than ten (10) work days following date of presentation of the written grievance to attempt to settle the dispute. The Union shall respond in writing within ten (10) work days. Within ten (10) work days of receipt of the Union's response, the Employer may submit the grievance to arbitration as provided in Step 4 above.

## **ARTICLE 23** **TRAINING**

### Section 23.1

Effective the first payroll following ratification of this Agreement, the Employer shall place \$.05 cents for each hour worked by a bargaining unit Employee into a separate account owned by the Employer but designated solely for training activities. A training advisory committee consisting of an equal number of Union and Company members (not to exceed 10 members) shall be established to determine training priorities and activities supported from this account, but disbursements from the account shall be made only by the Employer's chief financial officer, or that person's designee, consistent with the training activities authorized by the training committee or determined below. In the event the Committee cannot reach consensus in how funds in the account shall be utilized, the Chief Executive Officer or his/her designee shall have the final determination of how such monies are utilized and his/her decision shall not be subject to appeal.

A. A report of the training committee detailing the crafts being trained, training being performed, a list of all personnel that were trained, the craft, and if they passed the training will be provided at each LMC or upon request.

B. All new hires will receive a copy of the advancement philosophy and OJT booklet upon successful completion of their probationary period.

C. New employees will be reviewed at regular intervals during their probationary period.

### Section 23.2 APPRENTICESHIP:

In order to ensure a supply of competent, skilled craftspeople, it is agreed that partnership in training is essential. Therefore, the Employer agrees to support union apprenticeship programs that provide valuable training to ensure a continuous supply of skilled craftspeople. The Employer agrees to continue to pay the mutually agreed to hourly rate into the appropriate apprenticeship Trust(s) for those affiliates that have such funding rates in place. The Employer further agrees to meet with any affiliate who wishes to establish a training program or apprenticeship agreement. Any agreed to funding agreement shall be memorialized in a Memorandum of Agreement.

### Section 23.3 PRE-APPRENTICESHIP TRAINING PROGRAM:

The parties agree to explore a jointly administered pre apprenticeship trainee program to be in alignment with state or federally approved apprenticeship programs. The intent of this program will be to address training of necessary shipyard skills and to provide training opportunities to Vigor Master Agreement bargaining unit employees. Any such training program shall be implemented upon mutual agreement.

## **ARTICLE 24** **HEALTH & WELFARE AND RETIREMENT PLANS**

### Section 24.1

The parties agree that Health and Welfare and Retirement plans shall be as specified in the applicable

Appendix. To the extent feasible, all Health and Welfare and Pension Trust contributions shall be sent to the applicable Trust.

#### Section 24.2 REVIEW OF HEALTH AND WELFARE BENEFITS:

The parties agree that it is important to periodically review current Health and Welfare Benefits and to look at alternative Plan Options in an effort to ensure that the employees are receiving the best possible Benefits Plan for the lowest possible cost. With this understanding, the parties agree as follows:

Starting in calendar year 2022 and annually thereafter, either party may give written notice to the other of its desire to sit down and discuss an option that has been discovered that it would like the other party to consider implementing as a replacement plan for a portion or all of the Companies that are covered under the Master Agreement. Should the parties agree to change plans they will also determine at that time where any savings in the hourly cost will be re-allocated into the wage or other fringe benefits. The parties will also meet with the bargaining unit members who are affected by the change to explain when the change will take effect and explain the changes and the reason(s) for the change.

#### Section 24.3 401(K) PLAN:

The Employer will provide a 401(k) Plan, matching employee contributions up to a maximum of 4% of gross earnings. Employees will be eligible for the 401(k) plan when they have worked ninety (90) hours in a calendar month. Once an employee has qualified he/she will remain qualified unless they are terminated for cause or voluntarily quit. Changes to the Plan will be communicated to Employees through Summary of Material Modifications. The 401(k) match will be reflected as a 4% net reduction from the total economic package.

Starting ninety (90) days after ratification of the 2018-2021 Master Agreement, all new hires will be automatically enrolled in the 401(k) Plan upon establishing eligibility in the Plan, at a contribution rate of 4%, and will be provided with an opportunity to opt out.

The Employer retains the sole and exclusive right to provide a discretionary year end 401(k) bonus to employees eligible to participate in the 401(k) Plan and such decision shall not be subject to appeal. It is further agreed that the Employer's total contribution for each participant cannot exceed 8%.

#### Section 24.4 PENSION:

The Employer will pay the dollar per hour amounts as designated by the individual Unions reflected in each covered Company's "Schedule A" on actual hours worked to the jointly administered Trusts. Such Employer contributions shall be made effective the first shift following the completion of the qualifying period of ninety (90) hours worked in a calendar month. Once an Employee has qualified they will remain qualified unless they are terminated for cause or voluntarily quit. These contribution amounts may not be adjusted during the term of this Agreement, except as specified in Section 24.7, below.

#### Section 24.5 PENSION ADJUSTMENT:

In the event the Employer becomes subject to any adjustment, increase, surcharge or other assessment (hereinafter "adjustment") that requires pension contributions greater than the dollar amounts specifically required by this Agreement, the wage rates of the Employees to whom the pension adjustment applies shall be reduced by 80% of the amount of the pension adjustment, effective when the pension adjustment becomes effective (The Employer agrees to provide 20% of a required pension surcharge amount, as an offset to the surcharge reduction impact on Holiday, Vacation, etc.) In the event a pension adjustment that resulted in a wage reduction under this provision ceases to apply, the wage-rate reductions imposed because of the pension adjustment will be reversed, effective when the pension adjustment ceases to apply to the Employer.

The parties further agree that when an adjustment is required the Employer and the Union representative(s) shall meet to discuss and attempt to reach a mutual agreement on the language and potential options presented by the Trust regarding how the wage rates of such affected employees will be diverted accordingly. The agreement reached will be prosed to the Trust.

No voluntary increases in Employees' diversion from wages to their respective union pension funds shall be allowed beyond those in place as of August 2013 unless a Local Union has a Defined Contribution Plan, in which case the hourly increased diversion shall be capped at a maximum of \$0.50 per hour at the time of any total package increase.

#### Section 24.6 WITHDRAWAL FROM AFFILIATE'S PENSION PLANS:

Going forward under the 2022–2024 Master Agreement, the Employer may trigger the process set forth below if any of the following are met.

- (a) An individual Affiliate's Pension Plan is in Red Zone Status or Yellow Zone Status and the funding percentage is declining.
- (b) The funding percentage of a Green Zone Plan is declining by 7.5% for three or more consecutive years. However, neither triggers (a) or (b) shall apply to any plan that remains funded at a level of 80% or greater.
- (c) A plan triggers withdrawal liability for the Employer.

#### Process for Withdrawing:

- (1) The Employer and the Representatives for the affected Affiliate(s) agree to bargain over withdrawal from the Affiliate's Pension Plan, what an appropriate new Retirement Plan will be, what the appropriate contribution rate shall be for all hours worked, when the proposed effective date of the new Retirement Plan will take effect, and any other details that are pertinent.
- (2) The foregoing bargaining will be treated as a reopener of Article 24 of the Master Agreement. It will take place for 90 days.
- (3) If the parties are able to reach agreement,
  - (A) The Union will set up a meeting with all of the affected Bargaining Unit Members to go over the Agreed-upon Retirement Plan and also explain the reason(s) for the Retirement Plan Change, and
  - (B) The Union will conduct a vote of the Bargaining Unit to determine whether or not they are agreeable to move from their current Pension Plan into the new Retirement Plan.
  - (C) Any agreement to withdraw from the Affiliate's Pension Plan will be subject to the Trust's normal approval process.

If the parties are unable to reach agreement, the parties will be deemed to be at bargaining impasse and the Employer and the Metal Trades will have all rights available under such an impasse, including that the Employer may unilaterally implement its final offer, the relevant Trust Agreement will be discontinued, and Article 21 of the Master Agreement will be suspended.

**ARTICLE 25**  
**TOOLS**

Section 25.1

Employees will be furnished tools, except as otherwise agreed. The Employees shall be responsible for and take all reasonable care and precaution to protect these tools from damage, loss, or theft. The Unions agree to cooperate with the Employer in exercising the intent of this Article toward Employees who are negligent with property supplied to them by the Employer.

Section 25.2

Employees shall have sufficient time prior to the end of such shift to put away tools on the Employer's time. Determination of sufficient time shall be at the Employer's discretion.

Section 25.3

The Inside Machinists will be compensated at a rate of \$0.25 per hour for those who supply their own tools for the duration of this Agreement.

**ARTICLE 26**  
**LEAVES**

Section 26.1 MILITARY LEAVE:

Employees enlisting or entering the military or naval service of the United States of America, pursuant to the provisions of USERRA Act of 1994, shall be granted all rights and privileges provided by the Act.

Section 26.2

All Employees shall be granted a leave of absence in order to fulfill their obligations to serve in the military services of the United States, active or reserve, including any state or federal National Guard.

Section 26.3

Employees required to report for: Active Duty Reserve, National Guard Duty, or annual Reserve Duty, after completing 90 days employment from date of hire, shall receive their regular hourly rate of pay not to exceed eighty (80) hours minus military pay in any twelve (12) month period. Evidence of service/pay shall be presented to the Employer.

Section 26.4 BEREAVEMENT LEAVE:

After working 90 cumulative hours within three (3) calendar months, Employees shall be eligible for up to: five days (5) days of paid bereavement leave due to the death (or imminent death) of a spouse or domestic partner, and up to three (3) days of paid bereavement leave due to the death (or imminent death) of an immediate family member as defined herein: Parent/Parent-in-law, Child/Step-Child, Sibling/Sibling in-law, Grandparents, Grandchildren, Spouse of a Child, or a relative residing in the same household as the Employee

Bereavement pay is determined by an employee's hourly straight time rate at the time of absence and does not include premium pay such as shift differential. Employees may be asked to verify family relationship and death.

Section 26.5

To the fullest extent permitted, the parties agree this Collective Bargaining Agreement shall operate to waive any provisions of the San Francisco Paid Sick Leave Ordinance, San Francisco Administrative Code Section 12W, and shall supersede and be considered to have fulfilled all requirements of said

Ordinance as presently written, and or amended during the life of the Collective Bargaining Agreement.

#### Section 26.6

To the fullest extent permitted, the parties agree the Agreement shall also operate to waive any provisions of the City of Seattle's Sick Leave Ordinance which extends to Safe Leave as well, and shall supersede and be considered to have fulfilled all requirements of said Ordinance as presently written and or amended during the life of the Collective Bargaining Agreement.

#### Section 26.7

To the fullest extent permitted, the parties agree the Agreement shall also operate to waive any provisions of the City of Tacoma's Paid Sick Leave Ordinance, Tacoma Municipal Code (TMC) Section 18.10, and shall supersede and be considered to have fulfilled all requirements of said Ordinance as presently written and or amended during the life of the Collective Bargaining Agreement.

#### Section 26.8

The parties hereby acknowledge that the Vacation Provisions contained in Article 12 including the vacation dollar bank provided employees covered by this agreement meet or exceed the requirements of the Oregon Sick Leave Law (SB 454) and the Washington Sick Leave Law (RCW 49.46.020, Part II, Section 4). Therefore, to the fullest extent permitted, the parties agree the Agreement shall also operate to waive any provisions of such laws and shall supersede and be considered to have fulfilled all requirements of said law as presently written and or amended during the life of the Collective Bargaining Agreement. Because the Vacation Provisions contained in Article 12 provide a time off benefit that is more generous than either the Oregon Sick Leave Law or the Washington Sick Leave Law, there will be no additional accrual or pay under either of those laws. In administering requests off for reasons covered by applicable law, the Employer will comply with the law.

The parties further acknowledge and agree that their intention is that the provisions of this Agreement provide an adequate and appropriate sick leave benefit. In the event a new federal, state or local law is passed during the term of the agreement providing for a new safe/sick leave benefit, the parties will meet and bargain over the effects of the new law.

Required Employer contribution for the Washington State Family Leave tax will be paid by the Employer outside of the total package. If any new requirements become effective during the term of the Agreement, the parties will bargain over the effects of such changes.

#### Section 26.9 JURY DUTY:

Employee's that have successfully completed their probationary period and are on the active payroll, having been regularly employed and required by law to serve as a juror shall upon satisfactory proof to the Employer of such service rendered, be reimbursed by the Employer for his/her work time lost on the basis of the difference between his/her straight time day shift rate of pay and the jury pay (excluding travel allowance) provided, however, such Employer reimbursement shall not be applicable to any period of time during which said Employee-juror did not perform work for the Employer other than when prevented from doing so solely because of said jury service, and further provided that such Employer reimbursement is, in no event, to be applicable for a period of more than eight (8) hours in a standard work day, nor more than five (5) days in a standard work week, not to exceed 30 work days per calendar year.

In applying the foregoing, it is understood that if an Employee is called for jury service, responds to the call, and loses time, but is not accepted for service or serves and is relieved there from by the middle of his/her work shift, the Employee will be reimbursed by the Employer for the work time lost on the basis of the difference between the straight time day shift rate of pay and his/her jury pay (excluding travel



allowance), provided the Employee returns to his/her job immediately, and promptly reports these facts to the Employer; provided further that if an Employee works his/her regular shift in addition to performing jury duty, the employee shall not be paid by the Employer under the provision of this Article.

Swing or graveyard shift Employees called for jury duty shall be excused from working swing or graveyard shift while serving on jury duty and for the purpose of the above Section, shall be considered day shift Employees.

**ARTICLE 27**  
**WARRANTY OF AUTHORITY**

Section 27.1

The officials executing this Agreement on the behalf of the Employer and the Unions signatory hereto hereby warrant and guarantee that they have the authority to act for, bind, and collectively bargain in behalf of the organizations, which they represent.

**ARTICLE 28**  
**MANAGEMENT RIGHTS**

Section 28.1

Subject only to the specific provisions of this Agreement, the management and direction of the working force and the assignment of work shall be the exclusive function of the Employer; provided, however, this shall not be construed as limiting the Union's rights under Article 22, Grievances and Complaints.

**ARTICLE 29**  
**LABOR MANAGEMENT MEETINGS**

Section 29.1

In the spirit of collaboration, Labor-Management meetings will be held regularly; ideally no less than once a quarter. To provide for productive sessions, agendas will be established in advance of the meetings and shared with those scheduled to attend. Periodically summaries of the meeting discussion points and action items will be distributed to employees and managers of the various locations. The Employer will provide a draft summary and action items to the Single Point of Contact within ten (10) days of the LMC meeting. The parties agree that it is important to have strong Labor-Management relations at each location covered by this Agreement.

**ARTICLE 30**  
**NO DISCRIMINATION**

Section 30.1

The provisions of this Agreement will be applied equally to all employees. The Employer and Union agree that there will be no discrimination in employment because of race, color, national origin, age, sex, veteran status, union affiliation, sexual orientation, or mental, physical or sensory disability, as defined by Federal and State Laws or any other legally protected status. Compliance with State and/or Federal laws shall not be considered discrimination.

**ARTICLE 31**  
**SENIORITY**

Section 31.1

Seniority shall not be recognized except as specifically noted in the Grandfathering appendices of this Agreement.

**ARTICLE 32**  
**SAVING CLAUSE**

Section 32.1

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree immediately to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

Section 32.2 SPECIAL CONDITIONS:

Both parties recognized that there may be extenuating circumstances when it is to the mutual interest of both parties to modify the terms of this Agreement. In that event, it will not be a violation of this Agreement for the parties to meet and mutually agree to make such modifications to meet a specific need on a specific project. In order to maximize the effect of this provision, all crafts will be requested to act uniformly. Employees of a craft should be treated equally under this provision.

**ARTICLE 33**  
**INDUSTRY FUND**

Section 33.1

The parties agree to establish an area-wide Industry Fund in which the Metal Trades Department and participating employers will work together to advance the interests of the ship repair industry, and to develop joint labor-management initiatives for the betterment of the ship repair industry, including but not limited to education and outreach.

The Industry Fund will be established as a Labor Management Cooperation Committee under Section 302(c)(9) of the Labor Management Relations Act, and in accordance with the Labor Management Cooperation Act of 1978. It will meet all statutory and regulatory requirements for such a committee. The Union will take the lead in establishing the Industry Fund, with the Employer having full discretion to review for legal compliance and effectiveness. The Union and the Employer will participate in managing the Industry Fund.

After the Industry Fund is established, the Employer agrees to make a one-time contribution to the Industry Fund of \$300,000, to be utilized in accordance with the governing documents of the Industry Fund, and as directed by the Fund participants.


**ARTICLE 34**  
**EFFECTIVE DATE AND DURATION OF AGREEMENT**

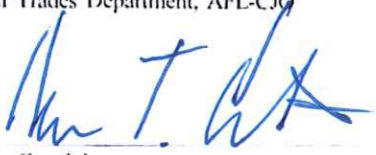
Section 34.1


This Agreement will become effective the day after ratification of this agreement, unless otherwise provided herein, and shall remain in full force and effect until November 30, 2024 and from year to year

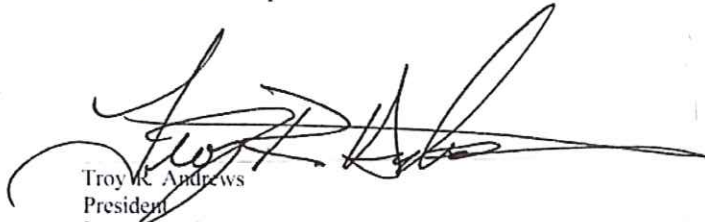
thereafter, unless either party, shall serve written notice by certified mail at least sixty (60) days, but not more than ninety (90) days prior to November 30, 2024 or any subsequent year to change, modify or terminate the Agreement.


Signing Authorities:

  
Ben Heuring  
General Representative  
Metal Trades Department, AFL-CIO

  
Dawn Cartright  
Vice President, HR Services and Risk Management  
Vigor Industrial LLC

  
J. Scott Odham  
President  
Puget Sound and Vicinity Metal Trades Council

  
Troy R. Andrews  
President  
Puget Sound Metal Trades Council

  
Steve Behring  
Business Manager  
Boilermakers Local 104

MEMORANDUM OF AGREEMENT  
ALTERNATIVE SHIFTS

This language modifies the Contract terms that apply to this agreement, only as set forth in the following provisions:

Alternative Workweek Schedules may be established for designated projects or time periods as follows:

As per the terms of the collective bargaining agreement, and as indicated herein an optional workweek schedule can be comprised of either ten (10) hour shifts or twelve (12) hour shifts. When working one of these schedules:

- 1) The alternative work week schedule shall be comprised of either ten hour shifts Mondays through Thursdays or Tuesdays through Fridays, in conjunction with three twelve (12) hour shifts or any four continuous ten hour shifts.
- 2) The regular starting time of the day shift shall be between 4:00 AM and 7:00 AM, but shall be determined prior to the start of the alternative work week schedule (subject to modification in accordance with Section 8.1).
- 3) Employees working the twelve-hour shift schedule will receive forty (40) hours pay after working thirty-six (36) straight-time hours. Forty (40) hours will also be used for vacation, holiday, and all fringe benefit funds such as health and pension plans. However, failure to work the three consecutive twelve-hour shifts will result in compensation, vacation etc., to be based on actual hours worked. Pro-rated payments shall be made for hours not worked during short weeks due to hire in, layoff and shift transfer, and when absences are due to industrial injury, bona fide illness covered by a doctor's certificate, approved leave of absence or other reason approved by supervisory staff. Unauthorized absences shall be compensated based on actual hours worked.
- 4) Employees shall not be transferred from their regular assigned shift to another shift more than once a week, however they may be returned to their regular shift. This shall not apply in an extreme emergency.
- 5) All work performed in excess of an employee's shift hours or workweek hours or on holidays shall constitute overtime work and shall be paid at the applicable overtime rate.
- 6) Employees assigned to a ten hour four day or twelve hour three day work week will receive ten or twelve hours their regular straight-time hourly shift rate of pay for holidays that fall within their scheduled work week.
- 7) When a recognized holiday falls outside a normal work day, that shift will be given holiday pay at the regular straight time rate, and such time shall be in addition to compensation received for time actually worked.
- 8) Except as otherwise provided in this agreement, Employees shall receive no less than two consecutive days off when assigned to an alternative work schedule.

## APPENDIX A – CASCADE GENERAL GRANDFATHERED PROVISIONS

The following provisions apply only to Cascade General employees hired by Cascade General prior to September 14, 2012.

### SENIORITY

#### 10.1 Scope of Seniority:

For the purpose of layoff and recall, the principle of seniority is hereby established for Employees in the Bargaining Unit who gained seniority prior to September 14, 2012 (referred to as “grandfathered seniority”). There shall be no seniority for bargaining unit employees who did not have seniority as of that date.

Grandfathered seniority shall apply to classifications as set forth in the prior Local Agreement, and by such classifications as may be agreed upon by the Employer and the Union.

Employees with grandfathered seniority will retain their original seniority date.

#### 10.2 Loss of Seniority:

**10.2.1** An Employee's grandfathered seniority may be terminated under the following conditions:

- A) If the Employee is discharged for cause;
- B) If the Employee quits;
- C) If the Employee fails to answer an “Official Notice of Recall” (as outlined in this Agreement)

**10.2.2** If the Employee is laid off for lack of work from the Employer's active payroll for a period of one (1) year there will be a loss of grandfathered seniority. An Employee on Employer approved Sick Leave at the time of lay off for lack of work shall be recalled according to Section 10.3.2 and if still unable to return to work shall be returned to the Employer's Sick Leave.

#### 10.3 Layoff and Recall:

**10.3.1** On layoffs and recalls in any classification or agreed classification, the following factors shall apply:

- A) Length of continuous seniority with the Employer in the classification or agreed classification (grandfathered seniority only);
- B) Demonstrated skill and ability to perform the work, within the classification or agreed classification. Where factor “B” is equal as between Employees to be laid off and recalled, then factor “A” shall prevail.
- C) The parties agree that, notwithstanding any other provision of this Agreement, the Employer may retain employees working on a particular task or ship without regard to grandfathered seniority in order to maintain continuity of work and avoid disruptions in the work.
- D) Non-seniority employees shall be laid off in accordance with Section B, only.

**10.3.2** Grandfathered seniority employees who are laid off in accordance with this article shall be recalled to work in inverse order of layoff provided the Employee is qualified to perform the work within the classification or agreed classification. Non-seniority employees who are laid off shall be recalled and assigned work based on the criteria outlined in the Master Agreement, which includes the following criteria: the “Employer’s determination of an individual Employee’s ability to work to the Code (smart, careful, productive, flexible, considerate) as well as skill, ability, and performance”.

**10.4 Recall From Layoff:**

- A) The Employer will place the recall order with the Union, naming Employees eligible to be recalled for such order by grandfathered Seniority List and/or skill and ability, as provided above.
- B) The Union shall make every reasonable effort to notify the Employee by telephone of his/her recall and time to report to the Employer.
- C) Employees contacted by the Union shall make every reasonable attempt to report for work at the time specified by the Employer.
- D) In the event that the Union fails to fill the recall order within 24 hours, a list of those employees not contacted by the Union, and those contacted who inform the Union they are not answering the recall, shall be given to the Employer by the Union. The Employer may then notify the Employees not answering the recall by Certified or Registered letter sent to the Employee's last address on record. Upon receipt of such "Official Notice of Recall" the Employee must report for work within forty-eight (48) hours or suffer loss of grandfathered seniority. Additionally, if the Employee fails to accept the Certified or Registered letter the Employee will suffer loss of grandfathered seniority. The Employer shall notify the Union, in writing, within two (2) working days, of receipt of an unacknowledged letter. It is the Employee's personal responsibility to maintain a current address and telephone number with the Employer and the Union. The Employer and the Union shall handle individual problem cases on their merits.
- E) In the event that the “Recall From Layoff” does not meet the Employer’s needs, the Employer may hire additional Employees as provided in the Master Agreement **Article 5 - Hiring**.

**10.4.1** After the initial recall, grandfathered seniority shall not apply to recall for jobs of less than ten (10) working days duration starting on the first (1<sup>st</sup>) day following the placing of the order at the Union Hall for an Employee.

- A) The Employer has the responsibility under this Appendix to call the Union Hall for Employees with grandfathered seniority for jobs regardless of duration.
- B) The provision under this Agreement is only to give the right to the Employee with grandfathered seniority, and who is gainfully employed to reject a job offer of less than ten (10) days. Further, there is no guarantee of pay for days not worked.
- C) The Employer can call Employees for more than one (1) job in the ten-(10) day period or less.
- D) If the job is not completed in the ten (10) working days' duration and is needed to be extended from one to three (1 to 3) working days beyond the ten (10) day duration, the Employer is not required to call grandfathered seniority Employees

who originally rejected the ten (10) day call back for that period of time.

**10.5 Exceptions to Seniority:**

The Employer shall be entitled to retain Supervisors and classifications above Supervisor paid on an hourly rate without regard to grandfathered seniority.

**10.6 General Provisions:**

**10.6.1** Grandfathered seniority employees promoted to any higher classification or to Supervisor paid on an hourly basis shall continue to accrue grandfathered seniority in the classification from which they are promoted during the time they serve in such capacity. Employees promoted to jobs outside the Bargaining Unit shall retain such grandfathered seniority as they had in the classification from which they were promoted as of the day of the promotion. There will be no retroactive adjustments, but prospectively these Employees shall not continue to accrue grandfathered seniority while out of the Bargaining Unit.

**10.6.2** The Employer will furnish a current Grandfathered Seniority List on a monthly basis to the Union and Lead Shop Steward, designating Supervisors paid at an hourly rate. Such List will be posted in the Union office and the Employer, and it shall be the responsibility of the Employee to review such list as to his/her individual seniority status.

**10.6.3** For Employees interested in working on projects outside of the thirty (30) mile radius of the Portland Shipyard the Employer will post a sign-up sheet for a 60-day period. The Employer retains the right to select Employees from the sign-up sheet and to base those selections on an Employee's ability to work to the Code as well as their knowledge, skill and ability. Once chosen, an Employee is committed to the project for the duration of the work with the project "job rights". If the Employee makes a request to leave the project he/she will lose his/her job rights on the project. If an Employee chooses not to work on this project initially, the Employee will not be allowed to bump lower Seniority Employees assigned to this project when a general layoff occurs, however, when additional staffing is needed on the project it shall be offered to all seniority employees.

**10.6.4** An Employee accepting an appointment as a Union Representative shall be given a leave of absence for a period of time equal to his/her length of employment without pay, and without loss of grandfathered seniority rights, and with the privilege of returning to the former position provided that the position is in existence at the time of the employee's return and the employee can perform the work. The Employee is required to report to the Employer within ten (10) days after termination of his/her duties as Union Representative.

**10.6.5** Any Employee absent for three (3) consecutive work days or more without notification and furnishing a justifiable reason for such absence shall be considered to have voluntarily terminated his/her employment. Exceptional cases will be handled on their merit. Employees on Employer approved Leave of Absence or Industrial Injury shall not be subject to this provision.

**Maintenance Department**

With the exception of grandfathered Maintenance Electricians, individuals employed in the Maintenance Department do not have seniority provisions.

However, all former Employees of Shipyard Services, Inc. will be given hiring priority over new hires into the Maintenance Department provided their knowledge, skills and abilities are equal to those being considered for employment.

Maintenance Electricians must possess and maintain a valid Oregon Journey Level Electrician License.

## **GRANDFATHERED VACATION PROVISIONS**

Upon ratification of the first Master Agreement, employees who had gained grandfathered seniority status were asked to elect, in writing, the vacation schedule in Article 12 of the Master Agreement, or to be grandfathered in the schedule contained herein. An election made under this provision is irrevocable.

In the event an individual voluntarily quits, is terminated for cause, or loses their “grandfathered” seniority they shall forfeit their grandfathered vacation schedule election.

Employees who work one thousand (1,000) cumulative hours will initially qualify for Vacation Pay. The one thousand (1,000) cumulative hours need to be earned in a five (5) year period. Accumulated hours less than the one-thousand (1,000) hour qualifier shall be purged from the Employer’s books beginning five (5) years from the Employee’s first (1<sup>st</sup>) Anniversary Date with the Employer on a year by year basis, i.e. add the sixth (6<sup>th</sup>) year and drop the first (1<sup>st</sup>) year. Employees only need to qualify once.

To advance from one (1) year period percentage to the next higher, as below provided, an Employee is required to accumulate one-thousand (1,000) hours or more in the employ of the Employer in any anniversary year.

Time lost due to an industrial accident in any anniversary year not to exceed six (6) months shall be credited at the rate of forty (40) hours per week toward the minimum one-thousand (1,000) hours required to advance to the next year’s period percentage.

Years of service need not be consecutive regardless of method of termination.

### **Computation of Vacation Pay**

For employees who elect the following schedule, Vacation Pay shall be computed at the following percentages of the actual hours worked multiplied by the Employee’s established straight time day shift rate of pay being received by the Employee calculated on a daily basis and accumulated until the vacation is paid. Vacation Pay will be treated separate from other types of pay and wages for the purpose of withholding taxes except in the case of termination.

First (1<sup>st</sup>) year period: Three percent (3%) as computed above.

Second (2<sup>nd</sup>) year period: Three and one-half percent (3.5%) as computed above.

Third (3<sup>rd</sup>) year period: Four percent (4%) as computed above.

Fourth (4<sup>th</sup>) year period: Four and one-half percent (4.5%) as computed above.

Fifth (5<sup>th</sup>) year period: Five percent (5%) as computed above.

Sixth (6<sup>th</sup>) year period through tenth (10<sup>th</sup>) year: Five and one-half percent (5.5%) as computed above.

Eleventh (11<sup>th</sup>) through the fifteenth (15<sup>th</sup>) year: Seven percent (7%) as computed above.

Sixteenth (16<sup>th</sup>) through the nineteenth (19<sup>th</sup>) year: Seven and one-half percent (7.5%) as computed above.

Twentieth (20<sup>th</sup>) year and beyond: Eight percent (8%) as computed above.



## APPENDIX B – VIGOR SHIPYARDS GRANDFATHERED PROVISIONS

The following provisions apply only to Vigor Shipyards employees hired by Vigor Shipyards prior to June 16, 2014.

### **SENIORITY**

#### **9.1 Scope of Seniority:**

For the purpose of layoff and recall, the principle of seniority is hereby established for Employees in the Bargaining Unit who gained seniority prior to June 16, 2014 (referred to as “grandfathered seniority”). There shall be no seniority for bargaining unit employees who did not have seniority as of that date.

Grandfathered seniority shall apply to classifications as set forth in the prior Local Agreement, and by such classifications as may be agreed upon by the Employer and the Union.

Employees with grandfathered seniority will retain their original seniority date.

#### **9.2 Loss of Seniority:**

**9.2.1** An Employee's grandfathered seniority may be terminated under the following conditions:

- A) If the Employee is discharged for cause;
- B) If the Employee quits;
- C) If the Employee fails to answer an “Official Notice of Recall” (as outlined in this Agreement)

**9.2.2** An employee with less than five (5) years of seniority who is laid off for lack of work from the Employer’s active payroll for a period of one (1) year shall lose grandfathered seniority.

An employee with five (5) or more years of seniority who is laid off for lack of work from the Employer’s active payroll for a period of fifteen (15) months shall lose grandfathered seniority.

An Employee on Employer approved Sick Leave at the time of lay off for lack of work shall be recalled according to Section 9.3.2 and if still unable to return to work shall be returned to the Employer's Sick Leave.

#### **9.3 Layoff and Recall:**

**9.3.1** On layoffs and recalls in any classification or agreed classification, the following factors shall apply:

- A) Length of continuous seniority with the Employer in the classification or agreed classification (grandfathered seniority only);
- B) Demonstrated skill and ability to perform the work, within the classification or agreed classification. Where factor “B” is equal as between Employees to be laid off and recalled, then factor “A” shall prevail.

C) The parties agree that, notwithstanding any other provision of this Agreement, the Employer may retain employees working on a particular task or ship without regard to grandfathered seniority in order to maintain continuity of work and avoid disruptions in the work.

D) Non-seniority employees shall be laid off in accordance with Section B, only.

**9.3.2** Grandfathered seniority employees who are laid off in accordance with this article shall be recalled to work in inverse order of layoff provided the Employee is qualified to perform the work within the classification or agreed classification. Non-seniority employees who are laid off shall be recalled and assigned work based on the criteria outlined in the Master Agreement, which includes the following criteria: the “Employer’s determination of an individual Employee’s ability to work to the Code (smart, careful, productive, flexible, considerate) as well as skill, ability, and performance”.

#### **9.4 Recall From Layoff:**

A) The Employer will place the recall order with the Union, naming Employees eligible to be recalled for such order by grandfathered Seniority List and/or skill and ability, as provided above.

B) The Union shall make every reasonable effort to notify the Employee by telephone of his/her recall and time to report to the Employer.

C) Employees contacted by the Union shall make every reasonable attempt to report for work at the time specified by the Employer.

D) In the event that the Union fails to fill the recall order within 24 hours, a list of those employees not contacted by the Union, and those contacted who inform the Union they are not answering the recall, shall be given to the Employer by the Union. The Employer may then notify the Employees not answering the recall by Certified or Registered letter sent to the Employee's last address on record. Upon receipt of such "Official Notice of Recall" the Employee must report for work within forty-eight (48) hours or suffer loss of grandfathered seniority. Additionally, if the Employee fails to accept the Certified or Registered letter the Employee will suffer loss of grandfathered seniority. The Employer shall notify the Union, in writing, within two (2) working days, of receipt of an unacknowledged letter. It is the Employee's personal responsibility to maintain a current address and telephone number with the Employer and the Union. The Employer and the Union shall handle individual problem cases on their merits.

E) In the event that the “Recall From Layoff” does not meet the Employer’s needs, the Employer may hire additional Employees as provided in the Master Agreement **Article 5 - Hiring**.

**9.4.1** After the initial recall, grandfathered seniority shall not apply to recall for jobs of less than ten (10) working days duration starting on the first (1<sup>st</sup>) day following the placing of the order at the Union Hall for an Employee.

A) The Employer has the responsibility under this Appendix to call the Union Hall

for Employees with grandfathered seniority for jobs regardless of duration.

- B) The provision under this Agreement is only to give the right to the Employee with grandfathered seniority, and who is gainfully employed to reject a job offer of less than ten (10) days. Further, there is no guarantee of pay for days not worked.
- C) The Employer can call Employees for more than one (1) job in the ten-(10) day period or less.
- D) If the job is not completed in the ten (10) working days' duration and is needed to be extended from one to three (1 to 3) working days beyond the ten (10) day duration, the Employer is not required to call grandfathered seniority Employees who originally rejected the ten (10) day call back for that period of time.

#### **9.5 Exceptions to Seniority:**

The Employer shall be entitled to retain Supervisors and classifications above Supervisor paid on an hourly rate without regard to grandfathered seniority.

#### **9.6 General Provisions:**

**9.6.1** Grandfathered seniority employees promoted to any higher classification or to Supervisor paid on an hourly basis shall continue to accrue grandfathered seniority in the classification from which they are promoted during the time they serve in such capacity. Employees promoted to jobs outside the Bargaining Unit shall retain such grandfathered seniority as they had in the classification from which they were promoted as of the day of the promotion. There will be no retroactive adjustments, but prospectively these Employees shall not continue to accrue grandfathered seniority while out of the Bargaining Unit.

**9.6.2** The Employer will furnish a current Grandfathered Seniority List on a monthly basis to the Union and Lead Shop Steward, designating Supervisors paid at an hourly rate. Such List will be posted in the Union office and the Employer, and it shall be the responsibility of the Employee to review such list as to his/her individual seniority status.

**9.6.3** An Employee accepting an appointment as a Union Representative shall be given a leave of absence for a period of time equal to his/her length of employment without pay, and without loss of grandfathered seniority rights, and with the privilege of returning to the former position provided that the position is in existence at the time of the employee's return and the employee can perform the work. The Employee is required to report to the Employer within ten (10) days after termination of his/her duties as Union Representative.

**9.6.4** Any Employee absent for three (3) consecutive work days or more without notification and furnishing a justifiable reason for such absence shall be considered to have voluntarily terminated his/her employment. Exceptional cases will be handled on their merit. Employees on Employer approved Leave of Absence or Industrial Injury shall not be subject to this provision.

### **GRANDFATHERED VACATION PROVISIONS**

Upon ratification of the first Master Agreement and the original Vigor Shipyards Local Agreement, employees who had gained grandfathered seniority status were asked to elect, in writing, the vacation

schedule in Article 12 of the Master Agreement, or to be grandfathered in the schedule contained herein. An election made under this provision is irrevocable.

In the event an individual voluntarily quits, is terminated for cause, or loses their “grandfathered” seniority they shall forfeit their grandfathered vacation schedule election.

Employees who work one thousand (1,000) cumulative hours will initially qualify for Vacation Pay. The one thousand (1,000) cumulative hours need to be earned in a five (5) year period. Accumulated hours less than the one-thousand (1,000) hour qualifier shall be purged from the Employer’s books beginning five (5) years from the Employee’s first (1<sup>st</sup>) Anniversary Date with the Employer on a year by year basis, i.e. add the sixth (6<sup>th</sup>) year and drop the first (1<sup>st</sup>) year. Employees only need to qualify once.

To advance from one (1) year period percentage to the next higher, as below provided, an Employee is required to accumulate one-thousand (1,000) hours or more in the employ of the Employer in any anniversary year.

Time lost due to an industrial accident in any anniversary year not to exceed six (6) months shall be credited at the rate of forty (40) hours per week toward the minimum one-thousand (1,000) hours required to advance to the next year’s period percentage.

Years of service need not be consecutive regardless of method of termination.

#### **Computation of Vacation Pay**

For employees who elect the following schedule, Vacation Pay shall be computed at the following percentages of the actual hours worked multiplied by the Employee’s established straight time day shift rate of pay being received by the Employee calculated on a daily basis and accumulated until the vacation is paid. Vacation Pay will be treated separate from other types of pay and wages for the purpose of withholding taxes except in the case of termination.

First (1<sup>st</sup>) year period: Three percent (3%) as computed above.

Second (2<sup>nd</sup>) year period: Three and one-half percent (3.5%) as computed above.

Third (3<sup>rd</sup>) year period: Four percent (4%) as computed above.

Fourth (4<sup>th</sup>) year period: Four and one-half percent (4.5%) as computed above.

Fifth (5<sup>th</sup>) year period: Five percent (5%) as computed above.

Sixth (6<sup>th</sup>) year period through fifteenth (15<sup>th</sup>) year: Five and one-half percent (5.5%) as computed above.

Sixteenth (16<sup>th</sup>) through the nineteenth (19<sup>th</sup>) year: Seven and one-half percent (7.5%) as computed above.

Twentieth (20<sup>th</sup>) year and beyond: Eight percent (8%) as computed above.

APPENDIX C – WASHINGTON MARINE REPAIR GRANDFATHERED PROVISIONS

**GRANDFATHERED VACATION PROVISIONS**

Employees who have previously qualified for 5 ½ % vacation accrual shall remain at 5 ½ % accrual. All other employees shall accrue at 5% as per the Master Agreement Article 12. Employees employed on August 1, 2015 were asked to elect, in writing, the vacation schedule in Article 12 of the Master Agreement vacation schedule. An election made under this provision is irrevocable.

---

## APPENDIX D – EVERETT SHIPYARDS GRANDFATHERED PROVISIONS

The following provisions apply only to Everett Shipyards employees hired by Everett Shipyards prior to July 2, 2018.

### GRANDFATHERED SENIORITY PROVISIONS

For the purpose of layoff and recall, the principle of seniority is hereby established for the Employees in the Bargaining Unit who gained seniority prior to July 2, 2018 (ratification of this Agreement) (referred to as “grandfathered seniority”). There shall be no seniority for bargaining unit employees who did not have seniority as of July 2, 2018. Grandfathered seniority shall apply to classifications as set forth in this Local Agreement and by such classifications as may be agreed upon by the Employer and the Union. Employees with grandfathered seniority will retain their original seniority date.

- (a) Grandfathered employees shall be entitled to seniority if they completed at least fifteen hundred (1,500) hours of service to the employer in two (2) consecutive years, prior to July 2, 2018
- (b) An employee’s seniority rights under this Article shall be terminated under the following conditions:
  - 1. If the employee is discharged for cause.
  - 2. If the employee quits.
  - 3. If the employee fails to report to work at the time specified by the Company or within 48 hours (Saturday, Sunday and Holidays excluded) after the Company places a telephone call or mailed notice to the last telephone number or address shown on the Company’s records, whichever is later in time. The Union shall be notified when such a recall notice is sent to the employee.
  - 4. Any employee absent for three (3) consecutive working days or more without notification and without furnishing a justifiable reason for such absence shall be considered to have voluntarily terminated his/her employment. Exceptional cases will be handled on their merit.
  - 5. If the employee is off the active Employer payroll for a period of more than six (6) months for any reason whatsoever.
- (c) The employer shall be entitled to retain Lead(s) and classifications above Lead(s) paid on an hourly rate without regard to seniority.
- (d) Seniority shall apply by classification of the craft or Union as set forth in this agreement and by such sub-classifications as may be agreed upon by the Company and the Union.
- (e) On layoffs in any classification or agreed sub-classification, the following factors shall apply:
  - 1. Demonstrated skill and ability.
  - 2. Length of continuous seniority with the Employer in the classification where factor (1) is equal between employees to be laid off then factor (2) shall prevail.

### GRANDFATHERED VACATION PROVISIONS

- 1) All Grandfathered employees as defined above shall be eligible for vacation pay as follows:
  - a. Vacation pay will be retroactive to date of hire.
  - b. Vacation pay shall be computed at the following percentages of the actual hours worked from December 1st through November 30th of each year. For third shifts – see footnote (1), multiplied by the

employee's established straight time hourly wage (exclusive of shift premiums):

1st year	2 percent
3rd year	4 percent
10th year	6 percent
16th year	7.5 percent
20th year	8 percent

(Note: All incumbents are past the 3 year mark on the above schedule.)

(Footnote 1: For a full third shift worked, an employee shall be credited with eight (8) hours in computing his vacation allowance.)

(Footnote 2: Employees with seniority date of 6/30/2010 or earlier shall be paid vacation based on the greater of the vacation percentage from the table above or the vacation percentage at which the Employee's vacation was paid for the vacation year ended 6/30/2010).

c. To advance from the one percentage vacation benefit to the next higher percentage, an employee is required to work 1250 hours or more in the employ of the Employer in each vacation year. A vacation year is from December 1st through November 30th. An employee working less than 1250 hours in a vacation year will remain at the vacation benefit percentage at which he/she began that year.

Memorandum of Agreement  
Regarding Employer-Funded Ratification Bonus

The Employer agrees that it will provide \$2.9719 million (\$2,971,990) as a pool from which to provide a ratification bonus to eligible bargaining unit employees. The Union has determined employee eligibility of bargaining unit employees to receive a ratification bonus, and the parties agree that such eligibility is defined as follows: employees who worked between December 1, 2021 and April 10, 2022, excluding any employees who have voluntarily terminated or been terminated by the Employer prior to the date of the ratification vote. The above pool of \$2.9719 million (\$2,971,990) will be divided among eligible employees based on their hours worked during the time period of December 1, 2021 and April 10, 2022. The parties will review employee work records to confirm eligibility, and the Employer will distribute the pool among eligible employees based on that confirmed eligibility.





**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Machinists Local 63 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.16	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.53	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.67	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.47	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 35.49	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.42	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.16	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.29	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.87	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.20	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.49	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.14	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 25.52	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 1.02	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.88	\$ 8.25	\$ -	\$ -	\$ 1.00	\$ 0.90	\$ 0.92	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Sheet Metal Local 16 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 39.99	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.60	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 38.50	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.54	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 37.32	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.49	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 33.99	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.36	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 31.70	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.27	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 30.32	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.21	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 27.35	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 1.09	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 24.71	\$ 6.54	\$ 0.71	\$ 1.00	\$ -	\$ 0.99	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022        \$1.30

12/1/2023        \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Laborers Local 737 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.76	\$ 8.25	\$ 0.35	\$ 3.48	\$ -	\$ -	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.26	\$ 8.25	\$ 0.35	\$ 3.43	\$ -	\$ -	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 35.07	\$ 8.25	\$ 0.35	\$ 3.39	\$ -	\$ -	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.71	\$ 8.25	\$ 0.35	\$ 3.29	\$ -	\$ -	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.41	\$ 8.25	\$ 0.35	\$ 3.21	\$ -	\$ -	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.01	\$ 8.25	\$ 0.35	\$ 3.17	\$ -	\$ -	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 25.01	\$ 8.25	\$ 0.35	\$ 3.08	\$ -	\$ -	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.36	\$ 8.25	\$ 0.35	\$ 2.99	\$ -	\$ -	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Machinists Local 79 - Washington**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.64	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.55	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.15	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.49	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 35.97	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.44	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.64	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.31	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 30.36	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.21	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.97	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.16	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 26.00	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 1.04	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 23.37	\$ 7.75	\$ -	\$ 1.00	\$ 0.90	\$ 0.93	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Painters Local 10 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 39.41	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.58	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.92	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.52	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 36.74	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.47	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 33.41	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.34	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 31.12	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.25	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 29.74	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.19	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 26.77	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 1.07	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 24.13	\$ 7.06	\$ 0.79	\$ 1.00	\$ -	\$ 0.97	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Operators Local 701 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharg</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 40.64	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 39.09	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 37.86	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 34.40	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 32.02	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 30.58	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 27.49	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 24.75	\$ 8.10	\$ -	\$ 1.10	\$ -	\$ -	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Painters Local 300 - Washington**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.85	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.30	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 36.07	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.61	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 30.23	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.79	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 25.70	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.96	\$ 7.06	\$ 0.03	\$ 3.90	\$ -	\$ -	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022        \$1.30

12/1/2023        \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Pipefitters Local 32 - Washington**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 39.92	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.60	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 38.43	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.54	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 37.25	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.49	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 33.92	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.36	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 31.63	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.27	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 30.25	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.21	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 27.28	\$ 8.17	\$ 0.15	\$ -	\$ -	\$1.09	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 24.64	\$ 8.17	\$ 0.15	\$ -	\$ -	\$0.99	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.





**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Boilermakers Local 104 - Washington**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>Annuity</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.93	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.56	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.44	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.50	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 36.26	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.45	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.93	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.32	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 30.64	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.23	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 29.26	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.17	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 26.29	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 1.05	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 23.65	\$ 6.90	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.54	\$ 0.95	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Sheet Metal Local 66 - Washington**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.92	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.56	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.43	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.50	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 36.25	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.45	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.92	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.32	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 30.63	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.23	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 29.25	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.17	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 26.28	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 1.05	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 23.64	\$ 8.36	\$ -	\$ 1.00	\$ -	\$ 0.95	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Boilermakers Local 104 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training*</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.97	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.56	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.48	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.50	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 36.30	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.45	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.97	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.32	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 30.68	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.23	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 29.30	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.17	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 26.33	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 1.05	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 23.69	\$ 7.40	\$ -	\$ 0.10	\$ 0.80	\$ 1.01	\$ 0.95	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

##### \$1.30

##### \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Pipefitters Local 290 - Oregon**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.33	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.78	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 49.84</b>
<b>Journey 1</b>	\$ 33.55	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.09	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.71	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 26.27	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 23.18	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.44	\$10.41	\$ 0.25	\$ 2.85	\$ -	\$ -	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Marine**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Laborers Local 252 - Washington**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.58	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.03	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.80	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.34	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.96	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.52	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.43	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.69	\$ 7.20	\$ -	\$ 5.06	\$ -	\$ -	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Boilermakers Local 104**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training*</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 33.39	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 1.34	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 31.90	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 1.28	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 30.72	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 1.23	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 27.39	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 1.10	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 25.11	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 1.00	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 23.72	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 0.95	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 20.75	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 0.83	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 18.12	\$ 7.40	\$ -	\$ 0.10	\$ 3.20	\$ 4.41	\$ 0.72	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Operators Local 701**

Title	Pay Rate	H&W	Annuity	Training*	Pension	Pension Surcharge	ER 401(k)*	Total Package
<b>Journey 3</b>	\$ 37.86	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.51	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.37	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.45	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 35.18	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.41	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.86	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.27	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.57	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.18	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.18	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.13	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 25.21	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 1.01	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.58	\$ 8.25	\$ -	\$ -	\$ 2.22	\$ -	\$ 0.90	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5-2-2022**

**Teamsters Local 162**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.23	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 1.49	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 35.74	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 1.43	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.56	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 1.38	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.23	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 1.25	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.94	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 1.16	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.56	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 1.10	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.59	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 0.98	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.95	\$ 8.25	\$ -	\$ -	\$ 2.87	\$ -	\$ 0.88	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.





**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Sheet Metal Local 16**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.59	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.50	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.10	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.44	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.91	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.40	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.59	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.26	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.30	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.17	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.91	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.12	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.94	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 1.00	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.31	\$ 7.40	\$ -	\$ -	\$ 3.35	\$ -	\$ 0.89	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.  
 401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Pipefitters Local 290 SSD**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.64	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.55	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 37.15	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.49	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 35.97	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.44	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 32.64	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.31	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 30.36	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.21	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.97	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.16	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 26.00	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 1.04	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 23.37	\$ 8.25	\$ -	\$ 0.15	\$ 1.25	\$ -	\$ 0.93	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Pipefitters Local 290**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.34	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 1.45	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.85	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 1.39	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 33.66	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 1.35	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.34	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 1.21	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.05	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 1.12	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 26.66	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 1.07	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 23.69	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 0.95	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.06	\$ 8.25	\$ -	\$ 0.15	\$ 3.65	\$ -	\$ 0.84	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Painters Local 10**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.44	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.50	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 35.95	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.44	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.77	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.39	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.44	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.26	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.15	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.17	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.77	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 1.11	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.80	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 0.99	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.16	\$ 8.25	\$ -	\$ -	\$ 2.65	\$ -	\$ 0.89	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Laborers Local 737**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.59	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.50	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.10	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.44	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.91	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.40	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.59	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.26	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.30	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.17	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.91	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.12	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.94	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 1.00	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.31	\$ 8.25	\$ -	\$ -	\$ 2.50	\$ -	\$ 0.89	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Machinists Local 63--MARINE**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 27.37	\$ 8.25	\$ -	\$ -	\$ 5.45	\$ 7.67	\$ 1.10	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 25.88	\$ 8.25	\$ -	\$ -	\$ 5.45	\$ 7.67	\$ 1.04	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 24.70	\$ 8.25	\$ -	\$ -	\$ 5.45	\$ 7.67	\$ 0.99	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.71	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 1.23	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.42	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 1.14	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.04	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 1.08	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.07	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 0.96	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.43	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 0.86	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**LICENSED ELE Local 48**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training*</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 38.18	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.53	<b>\$ 52.84</b>
<b>Journey 2</b>	\$ 37.65	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.51	<b>\$ 52.29</b>
<b>Journey 1</b>	\$ 35.51	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.42	<b>\$ 50.06</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.  
 401(k) reflects 4% of Pay Rate column.



**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Machinists Local 63 SSD**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 30.47	\$ 8.25	\$ -	\$ -	\$ 4.11	\$ 5.79	\$ 1.22	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 28.98	\$ 8.25	\$ -	\$ -	\$ 4.11	\$ 5.79	\$ 1.16	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 27.80	\$ 8.25	\$ -	\$ -	\$ 4.11	\$ 5.79	\$ 1.11	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.71	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 1.23	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.42	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 1.14	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.04	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 1.08	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.07	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 0.96	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.43	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.16	\$ 0.86	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.





**CASCADE GENERAL**  
**Schedule "A"**  
**Effective 5/2/2022**

**Electricians Local 48**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 35.30	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.41	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 33.81	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.35	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 32.62	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.31	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 29.30	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.17	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.01	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.08	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 25.62	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 1.03	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 22.65	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 0.91	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.02	\$ 8.25	\$ -	\$ -	\$ 2.25	\$ 2.63	\$ 0.80	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Boilermakers Local 104**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 35.26	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 1.41	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 33.77	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 1.35	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 32.59	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 1.30	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 29.26	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 1.17	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 26.97	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 1.08	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 25.59	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 1.02	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 22.62	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 0.90	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 19.98	\$ 6.90	\$ 0.13	\$ 2.66	\$ 3.48	\$ 0.80	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Teamsters Local 174**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Sup.</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 32.76	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 1.31	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 31.27	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 1.25	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 30.09	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 1.20	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 26.76	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 1.07	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 24.47	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 0.98	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 23.09	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 0.92	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 20.12	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 0.80	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 17.48	\$ 9.83	\$ -	\$ 5.50	\$ 0.44	\$ 0.70	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Teamsters Local 117**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharg</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 33.38	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 1.34	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 31.89	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 1.28	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 30.71	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 1.23	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 27.38	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 1.10	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 25.10	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 1.00	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 23.71	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 0.95	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 20.74	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 0.83	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 18.11	\$ 9.56	\$ -	\$ 5.56	\$ -	\$ 0.72	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Pipefitters Local 32**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharg</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 35.58	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 1.42	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.09	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 1.36	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 32.90	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 1.32	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 29.58	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 1.18	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.29	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 1.09	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 25.90	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 1.04	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 22.93	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 0.92	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.30	\$ 8.17	\$ 0.20	\$ 4.47	\$ -	\$ 0.81	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Painters Local 300**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.87	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 1.48	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 35.38	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 1.42	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.20	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 1.37	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.87	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 1.24	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.59	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 1.14	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.20	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 1.09	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.23	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 0.97	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.60	\$ 7.06	\$ 0.03	\$ 4.40	\$ -	\$ 0.86	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Operators Local SE 286**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 35.69	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 1.43	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.20	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 1.37	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 33.02	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 1.32	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 29.69	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 1.19	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.40	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 1.10	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 26.02	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 1.04	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 23.05	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 0.92	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.41	\$ 6.87	\$ -	\$ 5.85	\$ -	\$ 0.82	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022           \$1.30

12/1/2023           \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Operators Local 302**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 35.58	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 1.42	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.09	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 1.36	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 32.90	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 1.32	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 29.58	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 1.18	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.29	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 1.09	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 25.90	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 1.04	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 22.93	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 0.92	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.30	\$ 8.30	\$ -	\$ 4.54	\$ -	\$ 0.81	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022           \$1.30

12/1/2023           \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.





**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Laborers Local 252**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.67	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 1.47	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 35.18	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 1.41	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.00	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 1.36	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.67	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 1.23	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.38	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 1.14	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.00	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 1.08	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.03	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 0.96	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.39	\$ 7.20	\$ -	\$ 4.50	\$ -	\$ 0.86	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager. 401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Sheet Metal Local 66**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.50	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 1.46	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 35.01	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 1.40	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 33.83	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 1.35	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.50	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 1.22	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.21	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 1.13	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 26.83	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 1.07	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 23.86	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 0.95	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 21.22	\$ 8.36	\$ -	\$ 0.52	\$ 3.00	\$ 0.85	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Electricians Local 46**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.06	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 1.44	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.57	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 1.38	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 33.38	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 1.34	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 30.06	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 1.20	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.77	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 1.11	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 26.38	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 1.06	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 23.41	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 0.94	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.78	\$ 4.90	\$ 0.07	\$ 3.40	\$ 3.97	\$ 0.83	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Machinists Local 79 Outside- Toolroom**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 35.77	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.43	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 34.28	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.37	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 33.10	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.32	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 29.77	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.19	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 27.48	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.10	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 26.10	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.04	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 23.12	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 0.93	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 20.49	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 0.82	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Vigor Shipyards**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Machinists Local 79 Inside-Shop**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.01	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.44	<b>\$ 50.09</b>
<b>Journey 2</b>	\$ 34.52	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.38	<b>\$ 48.54</b>
<b>Journey 1</b>	\$ 33.34	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.33	<b>\$ 47.31</b>
<b>Associate 4</b>	\$ 30.01	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.20	<b>\$ 43.85</b>
<b>Associate 3</b>	\$ 27.72	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.11	<b>\$ 41.47</b>
<b>Associate 2</b>	\$ 26.34	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 1.05	<b>\$ 40.03</b>
<b>Associate 1</b>	\$ 23.37	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 0.93	<b>\$ 36.94</b>
<b>Helper/FW</b>	\$ 20.73	\$ 7.75	\$ -	\$ 2.35	\$ 2.54	\$ 0.83	<b>\$ 34.20</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.





**Washington Marine Repair**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Machinists Local 79**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 36.65	\$ 8.25	\$ -	\$ -	\$ 1.39	\$ 2.08	\$ 1.47	\$ <b>49.84</b>
<b>Journey 2</b>	\$ 35.16	\$ 8.25	\$ -	\$ -	\$ 1.39	\$ 2.08	\$ 1.41	\$ <b>48.29</b>
<b>Journey 1</b>	\$ 33.98	\$ 8.25	\$ -	\$ -	\$ 1.39	\$ 2.08	\$ 1.36	\$ <b>47.06</b>
<b>Associate 4</b>	\$ 30.79	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.08	\$ 1.23	\$ <b>43.60</b>
<b>Associate 3</b>	\$ 28.50	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.08	\$ 1.14	\$ <b>41.22</b>
<b>Associate 2</b>	\$ 27.12	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.08	\$ 1.08	\$ <b>39.78</b>
<b>Associate 1</b>	\$ 24.14	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.08	\$ 0.97	\$ <b>36.69</b>
<b>Helper/FW</b>	\$ 21.51	\$ 8.25	\$ -	\$ -	\$ 1.25	\$ 2.08	\$ 0.86	\$ <b>33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Washington Marine Repair**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Boilermakers Local 104**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.74	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.51	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 36.25	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.45	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 35.07	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.40	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.74	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.27	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 29.45	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.18	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 28.07	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.12	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 25.10	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 1.00	<b>\$ 36.69</b>
<b>Helper/FW</b>	\$ 22.46	\$ 7.40	\$ -	\$ 1.39	\$ 1.80	\$ 0.90	<b>\$ 33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022 \$1.30

12/1/2023 \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.





**Washington Marine Repair**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Laborers Local 252**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Annuity</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.88	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.52	\$ <b>49.84</b>
<b>Journey 2</b>	\$ 36.39	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.46	\$ <b>48.29</b>
<b>Journey 1</b>	\$ 35.21	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.41	\$ <b>47.06</b>
<b>Associate 4</b>	\$ 31.88	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.28	\$ <b>43.60</b>
<b>Associate 3</b>	\$ 29.60	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.18	\$ <b>41.22</b>
<b>Associate 2</b>	\$ 28.21	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.13	\$ <b>39.78</b>
<b>Associate 1</b>	\$ 25.24	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 1.01	\$ <b>36.69</b>
<b>Helper/FW</b>	\$ 22.61	\$ 8.25	\$ -	\$ -	\$ 2.19	\$ -	\$ 0.90	\$ <b>33.95</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022      \$1.30

12/1/2023      \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.



**Everett Shipyard**  
**Schedule "A"**  
**Rates Effective 5/2/2022**

**Boilermakers Local 104**

<b>Title</b>	<b>Pay Rate</b>	<b>H&amp;W</b>	<b>Training</b>	<b>Pension</b>	<b>Pension Surcharge</b>	<b>ER 401(k)*</b>	<b>Total Package</b>
<b>Journey 3</b>	\$ 37.05	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 1.48	<b>\$ 49.84</b>
<b>Journey 2</b>	\$ 35.56	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 1.42	<b>\$ 48.29</b>
<b>Journey 1</b>	\$ 34.37	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 1.38	<b>\$ 47.06</b>
<b>Associate 4</b>	\$ 31.05	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 1.24	<b>\$ 43.60</b>
<b>Associate 3</b>	\$ 28.76	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 1.15	<b>\$ 41.22</b>
<b>Associate 2</b>	\$ 27.37	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 1.10	<b>\$ 39.78</b>
<b>Associate 1</b>	\$ 24.40	\$ 6.90	\$ 0.05	\$ 1.90	\$ 2.46	\$ 0.98	<b>\$ 36.69</b>

Effective May 2, 2022, upon ratification, the Total Package is to increase by \$1.25.

Annual Total Package Increase in subsequent years is as follows:

12/1/2022     \$1.30

12/1/2023     \$1.40

For more detailed Pay Rates on each individual Company, Union Local or location, please see your HR Manager.

401(k) reflects 4% of Pay Rate column.